



Agenda Date: 8/23/2005
Agenda Placement: 6Q

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Karla Jensen for Dennis Morris - Director
Human Resources
REPORT BY: Karla Jensen, Human Resources Analyst II , (707) 253-4489
SUBJECT: Amend the Table and Index - Chief Appraiser

RECOMMENDATION

Human Resources Director requests adoption of a resolution amending the Table and Index to increase the salary of the Chief Appraiser in the Assessor-Recorder-County Clerk-Elections Department, effective August 23, 2005.

EXECUTIVE SUMMARY

Human Resources conducted an initial recruitment to fill the Chief Appraiser position in June of 2005. The recruitment netted one applicant in total and the position was not filled. Given the limited response to the original recruitment, the Assessor-Recorder-County Clerk requested a compensation study be completed to analyze the competitiveness of the current salary for the Chief Appraiser position. The results of the study revealed that the County's current salary for this position was approximately 8% below the average of the market rate paid for equivalent positions in Napa's counties of comparison. Therefore, the Human Resources Director recommends that the monthly salary of the Chief Appraiser be increased by 8% from \$7,261 to \$7840 at the Step 5 level, effective August 23, 2005.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Assessor
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	This incremental increase of approximately \$7,000 annually is recommended to ensure that the County has a competitive compensation packet and therefore is able to attract the most qualified applicants. The additional salary

	expense for Fiscal year 2005-2006 will be offset by salary savings incurred due to the current vacancy.
Is the general fund affected?	Yes
Future fiscal impact:	The salary expense for this position will be included the department's annual budget request in future years.
Consequences if not approved:	If this recommendation is not approved, the County will be substantially limited in its ability to generate a pool consisting of qualified applicants for this vital management position.
Additional Information:	None

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

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SUPPORTING DOCUMENTS

A . Resolution

CEO Recommendation: Approve

Reviewed By: Andrew Carey