



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources



Date: December 3, 2012

Board Meeting Date: December 11, 2012

Special Notice / Hearing: None

Vote Required: Majority

To: Honorable Board of Supervisors

From: Donna Vaillancourt, Human Resources Director

Subject: Recommended Revision to the Salary Ordinance

RECOMMENDATION:

Introduction of an ordinance amending Ordinance 04629 increasing the County Manager's salary and waiver of reading the ordinance in its entirety.

BACKGROUND:

On November 20, 2012, the Board voted unanimously to appoint John L. Maltbie as County Manager for a four year term beginning December 23, 2012, through December 22, 2016, contingent on the execution of an agreement being presented to the Board on December 11, 2012.

To ensure that the County continues to offer a competitive salary to its County Manager, Human Resources conducted a salary survey of comparable jurisdictions. Results of the survey determined that the County Manager salary is behind its counterparts by over 11%.

DISCUSSION:

The salary ordinance change herein represents the addition of 11% to the base pay. This adjustment will align the position's salary with comparable positions in similar jurisdictions.

This change contributes to the Shared Vision 2025 outcome of a Collaborative Community by ensuring that departments have leaders that have the skills necessary to perform the work and allow departments to provide exceptional service to the community.

FISCAL IMPACT:

The action represents an estimated monthly salary and benefits cost of \$2,480.83 or an estimated annual cost of \$29,770.