

DEPARTMENT: Administration/Personnel BY: Rick Benson PHONE: 966-3222

RECOMMENDED ACTION AND JUSTIFICATION:

Approve a 4-percent equity adjustment for the Accountant II-Auditor position effective March 1, 2009. Staff received a request from the Auditor to review the Accountant II-Auditor position regarding an equity adjustment; this position in the Auditor's office is designated as a Confidential position. The Accountant II-Auditor is a unique position and includes duties not required in other departments such as performing auditing functions and monitoring the medical, dental, and retirement benefits for all County employees. Because of this position's high level of the responsibility, the compensation level is not at an appropriate level when compared internally with the County's other Accountant I/II positions.

In light of the current budget situation, any compensation increase must be given especially careful consideration. However, this adjustment is an anomaly which warrants attention. The recommended equity adjustment will increase the cost to the General Fund by approximately \$2,900 in the fiscal year 2009/2010 budget. Salary and benefits for the equity adjustment will be included with Final Budget adjustments during Final Budget hearings in September 2009.

Attached are the current salaries of the Accountant I/II series.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

In 2006, an in-depth review of this position was conducted and at that time, a 4-percent equity adjustment was approved. The Board has approved other equity adjustments, when warranted, upon the recommendation of the County Administrative Officer.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Do not approve the recommended equity adjustment. The salary for the Accountant II-Auditor position will remain out of alignment with other comparable County positions.

Financial Impact? (X) Yes (x) No	Current FY Cost: \$2,900	Annual Recurring Cost: \$
Budgeted In Current FY? () Yes () No (X) Partially Funded		
Amount in Budget: \$ _____		List Attachments, number pages consecutively _____
Additional Funding Needed: \$2,900 _____		
Source:		Accountant I/II salary information
Internal Transfer _____		_____
Unanticipated Revenue _____ 4/5's vote		_____
Transfer Between Funds _____ 4/5's vote		_____
Contingency _____ 4/5's vote		_____
() General () Other _____		_____

CLERK'S USE ONLY:

Res. No.: 09-352 Ord. No. _____
Vote - Ayes: 5 Noes: _____
Absent: _____
MW Approved
() Minute Order Attached () No Action Necessary

The foregoing instrument is a correct copy of the original on file in this office.

Date: _____
Attest: MARGIE WILLIAMS, Clerk of the Board
County of Mariposa, State of California
By: _____
Deputy

COUNTY ADMINISTRATIVE OFFICER:

Requested Action Recommended
 No Opinion
Comments: _____

CAO: *[Signature]*

Accountant Salary Schedule

Accountant II - Auditor - Current

	Hourly	Annually
Step 1	\$19.52	\$40,605.76
Step 2	\$20.50	\$42,637.92
Step 3	\$21.52	\$44,767.94
Step 4	\$22.60	\$47,008.00
Step 5	\$23.73	\$49,360.48

Accountant II - Auditor - Proposed

	Hourly	Annually
	\$20.30	\$42,229.99
	\$21.32	\$44,343.44
	\$22.38	\$46,558.66
	\$23.50	\$48,888.32
	\$24.68	\$51,334.90

Accountant I - Current

	Hourly	Annually
Step 1	\$17.67	\$36,743.20
Step 2	\$18.55	\$38,581.92
Step 3	\$19.48	\$40,510.08
Step 4	\$20.45	\$42,538.08
Step 5	\$21.47	\$44,663.84

Accountant II - Current

	Hourly	Annually
	\$18.95	\$39,407.68
	\$19.89	\$41,377.44
	\$20.89	\$43,442.98
	\$21.93	\$45,618.56
	\$23.03	\$47,900.32

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BY: Rick Benson

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Annual Recurring Cost: \$

Budgeted In Current FY? Yes No Partially Funded

Amount in Budget: \$

List Attachments, number pages consecutively

Additional Funding Needed: \$2,900

Accountant I/II salary information

Source:

Internal Transfer

Unanticipated Revenue 4/5's vote

Transfer Between Funds 4/5's vote

Contingency 4/5's vote

General Other

CLERK'S USE ONLY:

Res. No.: _____

Ord. No. _____

Vote - Ayes: _____

Noes: _____

Absent: _____

Approved

Minute Order Attached No Action Necessary

COUNTY ADMINISTRATIVE OFFICER:

____ Requested Action Recommended

____ No Opinion

Comments:

The foregoing instrument is a correct copy of the original on file in this office.

Date: _____

Attest: MARGIE WILLIAMS, Clerk of the Board
County of Mariposa, State of California

By: _____
Deputy

CAO: _____

NOT TRUE