



*County Executive Office*  
**Memorandum**

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November 10, 2006

To: Bill Campbell, Chairman *Bill Campbell*  
From: Thomas G. Mauk, County Executive Officer *Thomas G. Mauk*  
Subject: Exception to the Rule 21

06 NOV 10 PM 4:11  
COUNTY CLERK

*Slack A*

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The County Executive Office is requesting a supplemental for the November 14, 2006 Board Hearing Meeting.

Agency: Human Resources Department  
Subject: Approve Revised Salaries for Accountant/Auditor Series.  
District: All

Reason for supplemental: Compilation of Detailed Information.

Concur: \_\_\_\_\_  
Bill Campbell, Chairman  
Orange County Board of Supervisors

cc: Rob Richardson  
Assistant to the County Executive Officer



**AGENDA STAFF REPORT**

**MEETING DATE:** 11/14/06  
**LEGAL ENTITY TAKING ACTION:** Board of Supervisors  
**BOARD OF SUPERVISORS DISTRICT(S):** All Districts  
**SUBMITTING AGENCY/DEPARTMENT:** Human Resources Department  
**DEPARTMENT CONTACT PERSON(S):** Carl Crown, (714) 834-2836

RECEIVED  
 11-14-06 10:01 AM  
 HUMAN RESOURCES DEPARTMENT

**SUBJECT:** Approve Revised Salaries for Accountant/Auditor Series

<b>CEO CONCUR</b> Pending Review <i>[Signature]</i>	<b>COUNTY COUNSEL REVIEW</b> N/A	<b>CLERK OF THE BOARD</b> Consent Calendar 3 Votes Board Majority
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**Budgeted:** No                      **Current Year Cost:** \$289,924                      **Annual Cost:** \$443,414

**Staffing Impact:** No                      **# of Positions:**                      **Sole Source:** N/A

**Current Fiscal Year Revenue:** N/A

**Funding Source:** Various

**Prior Board Action:** N/A

**RECOMMENDED ACTION(S)**

1. Effective October 27, 2006, approve the revised salary range and recruiting step for:

<u>Title Code</u>	<u>Title Description</u>	<u>Salary Range</u>		<u>Recruiting Step</u>	
		<u>From:</u>	<u>To:</u>	<u>From:</u>	<u>To:</u>
7810SM	Senior Accountant/Auditor	A-58	A-61	01	07

2. Effective October 27, 2006, approve the revised recruiting steps for:

<u>Title Code</u>	<u>Title Description</u>	<u>Salary Range</u>	<u>Recruiting Step</u>	
			<u>From:</u>	<u>To:</u>
7806GE	Accountant/Auditor I	A-49	04	10
7807GE	Accountant/Auditor II	A-54	01	09

**SUMMARY:**

Market data shows that the maximum Orange County salary for the Senior Accountant/Auditor class is 5.99% below the median salary in the marketplace and therefore, requires a three range increase in order for the County to become competitive in the market. A step increase to step 7 is needed to maintain salary relationships within the series. In addition, although the maximum salaries for Accountant/Auditor I and

It are very competitive, the starting salaries are 9.14% and 24.42% below the market. No range increase is required to correct this problem. However, an increase in the recruiting step is needed for both classes. Adjustments will increase the County's ability to recruit and retain well-qualified candidates in the subject classes. Therefore, based upon this information the Auditor-Controller is requesting the noted adjustments to the salaries of the Accountant/Auditor class series.

There are 87 positions, in 12 County departments, allocated at some level of this series. Based on the recommended salaries, the County-wide annual cost of implementing this change is approximately \$443,414.

A budget augmentation is needed to fund this increase as departments did not include funds for it in their 06-07 budgets.

**BACKGROUND INFORMATION:**

N/A

**FINANCIAL IMPACT:**

N/A

**STAFFING IMPACT:**

N/A