


MEMORANDUM

TO: Brian Martin, Sheriff

FROM: Carol J. Huchingson, County Administrative Officer,
on behalf of the Classification and Compensation Committee 

DATE: February 4, 2019

SUBJECT: Classification and Compensation Committee response to your request to restructure your management staff and reclassify one Account Tech position to Accountant I/II

The Classification and Compensation Committee convened to consider your restructuring proposal. Our first consideration was the urgency criteria we are using at this time to determine if requests should be taken up while our Classification and Compensation Study is in progress.

Based on the following criteria, *"Department has a management level reclassification need, e.g. as part of a restructuring or significant change in business practices"*, the Committee determined that your request for restructuring of your nine management level positions should be considered. The Committee determined that your request to reclassify your Account Tech position does not meet the urgency criteria and should await determination from the Study.

The Committee reviewed the recent agenda packet you prepared for consideration of the Board, your original request to the Committee dating October 2018 and the guidance my office provided you via email at the time. The most recent narrative differed from the original in that salary increases and the Account Tech position were not a part of the original submittal.

The Committee members unequivocally respect your determination about the needs of your department, support the management level restructuring you are requesting to make, and share your frustrations with the County-wide staffing crisis while we await the study results needed to establish a reliable baseline from which the Board can consider implementing salary and benefit increases.

By majority vote, the Committee supports the re-titling of your nine management positions to "Chief Deputy Sheriff-Coroner". However, the Committee does not support a corresponding salary increase at this time. The Committee recommends the salary be set at C25 which is consistent with your Lieutenant classification, currently paid to a majority of those affected. One incumbent would be subject to Y-Rating at C25 but no affected employee would suffer any loss.

The Committee understands that you may still intend to take your proposal to the Board for consideration. With this in mind, I have carried forward a placeholder for the discussion on the Board's February 12, 2019 agenda. Please let me know how you wish to proceed.