



HUMAN RESOURCES DEPARTMENT

LAURA S. ARMOR
Director

March 13, 2007

Board of Supervisors
County of Marin
3501 Civic Center Drive
San Rafael, CA 94903

SUBJECT: Salary adjustment for the classification Senior Accountant (0373).

Dear Board Members:

RECOMMENDATION: It is recommended by the Director of Human Resources and the Auditor-Controller that your Board approve the following, effective April 8, 2007:

1. Salary adjustment of 6% for the classification Senior Accountant (0373), BU/FG 04-01, effective pay period beginning April 8, 2007.

SUMMARY: The County is experiencing difficulty filling the position of Senior Accountant. Qualified applicants for the vacancy in the Auditor Controller Office were sparse following an extensive recruitment effort, and the eligible candidates certified did not possess the required skill set to perform the type and level of work that has resulted from the transitioning into the new integrated financial accounting modular system of SAP. A salary survey was conducted for Senior Accountant. The salary survey results indicate that Marin County's salary is behind the market by approximately 6%. It is recommended that the Senior Accountant salary be adjusted accordingly.

FISCAL IMPACT: If the position is filled the pay period beginning April 8, 2007, the total cost including benefits for the remainder of the fiscal year is \$1,020. The full annual cost including benefits is \$5,305. The department will work with the County Administrator's Office to offset FY 2006-07 costs during the A&E process and ongoing costs as part of the baseline budget process.

REVIEWED BY:	<input type="checkbox"/> Auditor Controller	<input checked="" type="checkbox"/> N/A
	<input type="checkbox"/> County Counsel	<input checked="" type="checkbox"/> N/A
	<input checked="" type="checkbox"/> Human Resources	<input type="checkbox"/> N/A

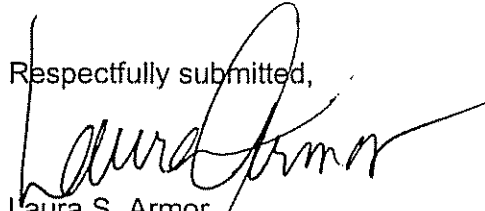
3501 Civic Center Drive, Room 403, San Rafael, CA 94903-4177
415-499-6104 www.co.marin.ca.us/jobs
Fax - Administration 415-473-5960 FAX - Recruitment (415) 499-3669
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Respectfully submitted,

A handwritten signature in black ink, appearing to read "Laura S. Armor". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Laura S. Armor

Director of Human Resources

cc: Richard Arrow, Auditor-Controller
Robin Barber, Field Representative, SEIU 949
Janet Bosnich, Principal Personnel Analyst, Human Resources
Danny Briones, Accounting Manager, Auditor-Controller's Office
Kristi Choi, Administrative Analyst, County Administrator
Lisa Cutten, Benefits Supervisor, Human Resources
Lisa DeCarlo, Administrative Analyst, County Administrator
Dan Eilerman, Administrative Analyst, County Administrator
Katie Gaier, Deputy Director, Human Resources
Gerry Norton, Principal Personnel Analyst, Human Resources
Kris Organ, Executive Director, SEIU 949
Liz Paris, Deputy Director, Human Resources