

FY 2016-18 Budget Workshop Board Inquiry Form

Board Member	
Carbajal	
Wolf	X
Farr	
Adam	
Lavagnino	

Inquiry Number: 19

Department: Human Resources

Date: 4-14-16

Page(s) of Budget Book/PowerPoint: Page 8 of PowerPoint

Request/Question:

On Page 8 of the PowerPoint the first bullet references FY 2015-16 accomplishment of "Initiated unrepresentative executive and management classification and salary plan". There is no mention of this effort elsewhere. What is the status of this project and what are the next steps (i.e. need to revamp the "leadership" classification system as this has been discussed for some time).

The goal is a continuation of the leadership project implemented in 2006 and revised most recently in 2015. Human Resources is currently working on adjusting the leadership plan to increase clarity, ease of administration, incorporate stronger controls over certain provisions, create a total compensation philosophy and strategy, identify a mechanism to progress through the broadband, etc.

HR as already created a draft revised plan and will be consulting with a firm to update the FY 2014-15 management compensation survey using total compensation with the goal of returning to the Board in late summer or early fall with an update.