



REPORT TO COUNCIL

City of Sacramento

915 I Street, Sacramento, CA 95814-2604
www. CityofSacramento.org

Consent
February 23, 2010

**Honorable Mayor and
Members of the City Council**

Title: City Auditor Salary Range

Location/Council District: City-wide

Recommendation: Adopt a Resolution establishing a new pay range for the City Auditor position.

Contact: Geri Hamby, Human Resources Director

Presenters: N/A

Department: Human Resources

Division: Administration

Organization No: 08001011

Description/Analysis

Issue: The Internal Audit Manager (now City Auditor) position has been vacant since June 2009. Since the previous incumbent left, the City of Sacramento has reassessed the role of this classification and determined to revise the classification specification and title to City Auditor.

Some of the changes identified are: the classification will be appointed by and reporting to the City Council (no longer to the City Manager); the classification will be independent of other City Offices to promote and enhance honest, efficient, effective, and fully accountable City government; the classification will be fully responsible for the direction and management of the newly created Office of the City Auditor. The Auditor will hire and develop its independent auditing team/personnel and will develop an Audit Plan for the City Council which will include reporting and record keeping mechanisms.

Concurrently with the aforementioned changes, the City has been in the process of recruiting for a City Auditor. Accordingly, the Human Resources Department conducted a salary survey to ensure and validate the City's compensation reflects the evolution of this classification.

City Auditor Salary Range 1/26/10

Before offering a recommended salary range and grouping, Human Resources conducted salary surveys according to three different assessment options. First, Charter Office – to align with other employees that are appointed pursuant to Section 70 of the City Charter; second, Executive – to align with Department head and senior management level; and third, Non-executive – to emulate the position's previous grouping, but set it as a benchmark.

The differences in the findings were nominal: The Charter Office Group resulted in 18 matches (of 28 jurisdictions). The highest annual midpoint salary is \$189,000 and lowest annual midpoint salary is \$76,248, with the average annual midpoint of \$125,206.

The Executive and Senior Management Group resulted in 16 matches (of 21 jurisdictions). The highest annual midpoint salary is \$189,000 and lowest annual midpoint salary is \$76,248, with the average annual midpoint of \$123,729.

The Non-Executive Group resulted in 15 matches (of 23 jurisdictions). The highest annual midpoint salary is \$189,000 and lowest annual midpoint salary is \$76,248, with the average annual midpoint of \$123,162.

It is recommended that the City add the City Auditor in the Charter Office Survey Group in order to align it with other Section 70 employees. Utilizing the data from this survey, the new salary range would be adjusted from the current range of \$79,532 - \$119,298 to the new range of \$106,593 - \$159,889.

Policy Considerations: Since the scope of responsibilities has increased, as well as the reporting structure it is appropriate to include the City Auditor position in the Charter Office Group as the City looks to establish the City Auditor to be independent of other City departments.

Environmental Considerations: Under the California Environmental Quality Act (CEQA) guidelines, continuing administrative activities do not constitute a project and are therefore exempt from review.

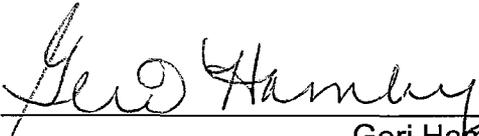
Sustainability Considerations: Not applicable.

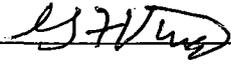
Rationale for Recommendation: There are 28 jurisdictions that are used to conduct salary surveys for the Charter Office grouping. These jurisdictions were used to conduct a survey for the purposes of recommending the City Auditor salary range.

Financial Considerations: The new annual control point will be \$133,241, an increase of approximately thirty four (34%). However, as the position is currently vacant, the fiscal impact will depend upon the actual salary of the person selected for the position.

Emerging Small Business Development (ESBD): Not applicable.

City Auditor Salary Range 1/26/10

Respectfully Submitted by: 
Geri Hamby
Human Resources Director

Approved by: 
Gus Vina
Assistant City Manager

Recommendation Approved:

for 
Ray Kefridge
City Manager

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RESOLUTION NO.

Adopted by the Sacramento City Council

Resolution to establish a new pay range for the City Auditor position

BACKGROUND

- A. The Internal Audit Manager position has been vacant since June 2009. Since the previous incumbent left, the City of Sacramento has reassessed the role of this classification and determined to revise the classification specification and title to City Auditor.
- B. Accordingly, the Human Resources Department conducted a salary survey to ensure and validate the City's compensation reflects the evolution of this classification.
- C. Since the scope of responsibilities has increased, as well as the reporting structure, it is appropriate to include the City Auditor position in the Charter Office Salary Group as the City looks to establish the City Auditor to be independent of other City departments. It is recommended that the City add the Auditor classification to this group in order to align it with other similarly situated classifications.
- D. Utilizing the data from the survey, the new salary range will be adjusted from the current range of \$79,532 - \$119,298 to the new range of \$106,593 - \$159,889.

BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:

- Section 1. To adopt the new salary range recommendation for the City Auditor position.
- Section 2. To include the City Auditor position in the Charter Office Group for purposes of salary surveys.