THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS ACTION AGENDA SUMMARY

DEPT: TR	Anten-Tax c	OLLECTOR/RETIR	EMENT	BOARD /	AGENDA #	*B-17	
<i>i</i>		Routine X	N	AGENDA	DATE OCT	OBER 2,	2001
CEO Concu	rs with Recom		NO ormation Attached		te Required	YES	NO
SUBJECT:		E APPOINTMENT ABOVE THE MID		MON TO THE POS	ITION OF AS	SOCIATE 1	DIRECTOR
STAFF RECOMMEN- DATIONS:	AUTHORIZE TH RETIREMENT,	WITH DEPARTMEN	T HEAD BENEFI	MON TO THE POS TS, ABOVE THE I	MIDPOINT OF		
FISCAL IMPACT:	retirement some The fiscal in	ystem are paid npact to StanC	by the syste	action. All om from investment approxument budget.	ent earnings	5.	
BOARD ACT	CION AS FOLLO	WS:	ව විවිති කරු කිරු කවා මෙම දෙමා පුරු සේදා මෙම වුදුර රැසි තියේ.		o . 2001-758		
and appro Ayes: Su Noes: Su Excused Abstainin 1) X	pervisors: None or Absent: Supe g: Supervisor: N Approved as r	wing vote, eld, Blom, Simon, C rvisors: None lone ecommended	aruso, and Chair	Seconded by Supe			

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

By: Deputy Lerraro

File No.

AUTHORIZE THE APPOINTMENT OF ROBERT HARMON TO THE POSITION OF ASSOCIATE DIRECTOR (RETIREMENT) ABOVE THE MIDPOINT FOR SALARY BAND F

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DISCUSSION:

The StanCERA Board of Retirement formed a committee to study independence issues and make recommendations to the Board of Retirement during two strategic planning sessions in January 2001. Among these issues is the issue of hiring a full-time independent administrator to oversee the operation of the system. As part of this independence study, StanCERA undertook an informal salary survey of comparable retirement systems and concluded that a salary range of \$85,000 to \$130,000 annually was appropriate.

The Board of Supervisors approved the creation of the Associate Director position, with department head benefits at the meeting of August 14, 2001. The StanCERA Board approved a salary for this position of \$97,500 annually (\$46.88 hourly) at their meeting of July 11, 2001.

Mr. Harmon has been the Assistant Administrator for StanCERA for over 5 years and has held several positions of increasing responsibility within the county over the past 13 years. Mr. Harmon is a Certified Public Accountant with degrees in Business Administration. His experience in managing the complexities of our retirement system are invaluable. Mr. Harmon has previously worked in public accounting and business and software consulting and brings a solid foundation of financial management and information technology to the position of Associate Director.

POLICY ISSUES:

The County Personnel Ordinance requires Board approval of all appointments above the mid-point of the salary band. This recommendation supports the Board's priority of Efficient Government Operations.

STAFFING IMPACT:

There will be no staffing impact associated with this action.