

**Meeting Date:** 5/26/2015

**Report Type:** Consent

**Report ID:** 2015-00483

**Title:** Independent Budget Analyst Appointment and Compensation

**Location:** Citywide

**Recommendation:** Pass a Motion 1) appointing the Independent Budget Analyst; and 2) setting the Independent Budget Analyst's compensation.

**Contact:** Geri Hamby, Director of Human Resources, (916) 808-7173, Human Resources Department

**Presenter:** None

**Department:** Human Resources

**Division:** HR Administration

**Dept ID:**

**Attachments:**

1-Description/Analysis

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**City Attorney Review**

Approved as to Form

Sandra Talbott

5/20/2015 12:10:27 PM

**Approvals/Acknowledgements**

Department Director or Designee: Geri Hamby - 5/18/2015 11:31:00 AM

## Description/Analysis

**Issue Detail:** On January 6, 2015 the City Council directed the Department of Human Resources to conduct a recruitment for the position of Independent Budget Analyst. The recruitment and selection process is complete and the City Council has made a selection.

**Policy Considerations:** The City Council alone is vested with the authority to appoint an Independent Budget Analyst and establish the salary and compensation associated with the position.

**Economic Impacts:** None.

### **Environmental Considerations:**

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

**Sustainability:** Not applicable.

**Commission/Committee Action:** None.

**Rationale for Recommendation:** The Office of the Independent Budget Analyst (OIBA) was established by ordinance by the City Council in February 2010. Due to the budget reductions of the last 8 years the position of Independent Budget Analyst has previously not been filled.

On January 6, 2015 the Good Governance Ad Hoc Committee provided a written update to the full Council on its efforts. The report included a recommendation to begin immediate recruitment for the position of Independent Budget Analyst which was approved by the Council. As part of the 2014/15 Year End Report, the City Council directed funding for establishing the OIBA including three staff positions. The City Manager was directed to include full funding of the OIBA in the 2015/16 Proposed Budget. The OIBA has a budget of \$446,281 and 3.0 FTE. Human Resources will work with the IBA to identify the appropriate classification(s) for the two staff.

The City Council has selected John Silva as the preferred candidate for Independent Budget Analyst for the City of Sacramento.

**Financial Considerations:** The classification of Independent Budget Analyst has been determined to be comparable to the City Auditor and, as such, shares the salary range of \$106,593 - \$159,889. Mr. Silva's annual starting salary will be \$145,000 which represents less than a 5% salary increase from his current employer.

Mr. Silva's benefit package is the same as other unrepresented management employees and includes a one-time credit of 40.0 hours of leave as part of the proposed compensation package.

**Local Business Enterprise (LBE):** Not applicable.