



## Agenda Item

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**File #:** 23-0074**Requested Agenda Date:**

2/7/2023

**Requested Agenda Title:**

Budget Adjustment: The Surveyor's Office requests a budget adjustment of \$28,768, which is needed to fund the salary and benefit costs for a new Survey Party Chief. The salary for the prior incumbent is less, based on a market analysis by HR, than the amount needed to fill the position.

**Requested Agenda Item Description:** In November of 2022, the Surveyor's Office lost an employee (Survey Party Chief) to an untimely death. Due to the timing of this employee's death, the Surveyor's 2023 budget was already submitted with the deceased employee's salary. As a result, we are attempting to fill that position. During the hiring process we had interest from our current Time Limited Survey Party Chief to fill the position. We have determined that he is the best candidate. The surveying profession job market does not allow us to make a competitive offer to our preferred candidate at the existing budgeted salary. The HR recommended salary for this candidate, with 20 years of experience, and a higher cost of benefits will create a deficit in our existing Personnel Appropriation.

**Requested Action:** Discussion - Vote Needed**Presenter(s) (with titles):** Hoa Nguyen, Council Budget and Policy Analyst**Time Needed:** Less than 5 MINS**Is this Item Time-Sensitive and/or Requesting a Time-Certain? No****Requesting Staff Member:** Reid Demman, County Surveyor**Are Supporting Documents Needed for this Agenda Item Request? Yes**