Background

• Resolution 06-0569 was approved on a temporary basis by Council on February 8, 2006 subject to appointment of the City Auditor and a recommendation regarding permanent implementation.

• Resolution authorized new personnel titles and a salary schedule to provide flexibility in hiring for the City Auditor’s Office.
Position Titles

• Position titles were changed from designations as specific types of auditors to a system where all audit staff are classified as Assistant City Auditors.
• Assistant City Auditors were classified into four levels based on responsibilities and expertise.
• Administrative and Grant Compliance titles were not changed and remain consistent with other City offices.
Structure of the Existing Salary Schedule

• The salary schedule was designed for flexibility to allow the City Auditor’s Office to remain competitive in hiring and retaining employees.

• The salary schedule consists of 4 overlapping pay bands:
  - A1 – Administrative Staff
  - A2 – Grants Monitoring Staff
  - A3 – Audit Staff
  - A4 – Management Staff
Development of a Modified Salary Schedule

• Working with the Human Resources Department to perform a salary survey.
• Reviewing the knowledge, skills and abilities developed for the classifications to ensure clarity of requirements and performance expectations.
• Goal is to develop overlapping pay bands for each classification with a salary range defined for each classification.
Recommendation

• Approval and permanent implementation of the City Auditor’s Office personnel position titles cited in resolution 06-0569

• Continuation of the temporary schedule until the modified salary schedule is complete in November 2006.
Questions

Point of Contact:

Craig D. Kinton, CPA
214-670-3223