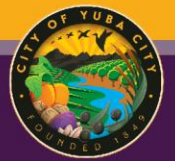


Finance Staffing, Pt. 2

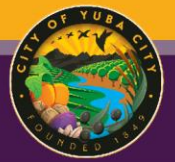
The Accounting Positions— Preparing For Our Future





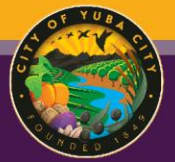
Background

- Accounting Group – “Back Office”
- Bookkeeping and Accounting Functions
- Analysis and Compliance
- Understaffed
- Succession Plan



Analysis

- Unseasoned Staff
- Recruit & Retain
- Modernizing
- Not Competitive
- Accounting Manager
- Accountant II
- More to Come

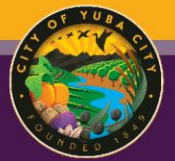


Analysis – Compensation Study

POSITION	CURRENT	PROPOSED	Δ
Accounting Mgr.	\$8,457	\$10,882	28.7%
Accountant II	6,193	6,945	12.1%
Total Salary Schedule Increase		\$38,300	

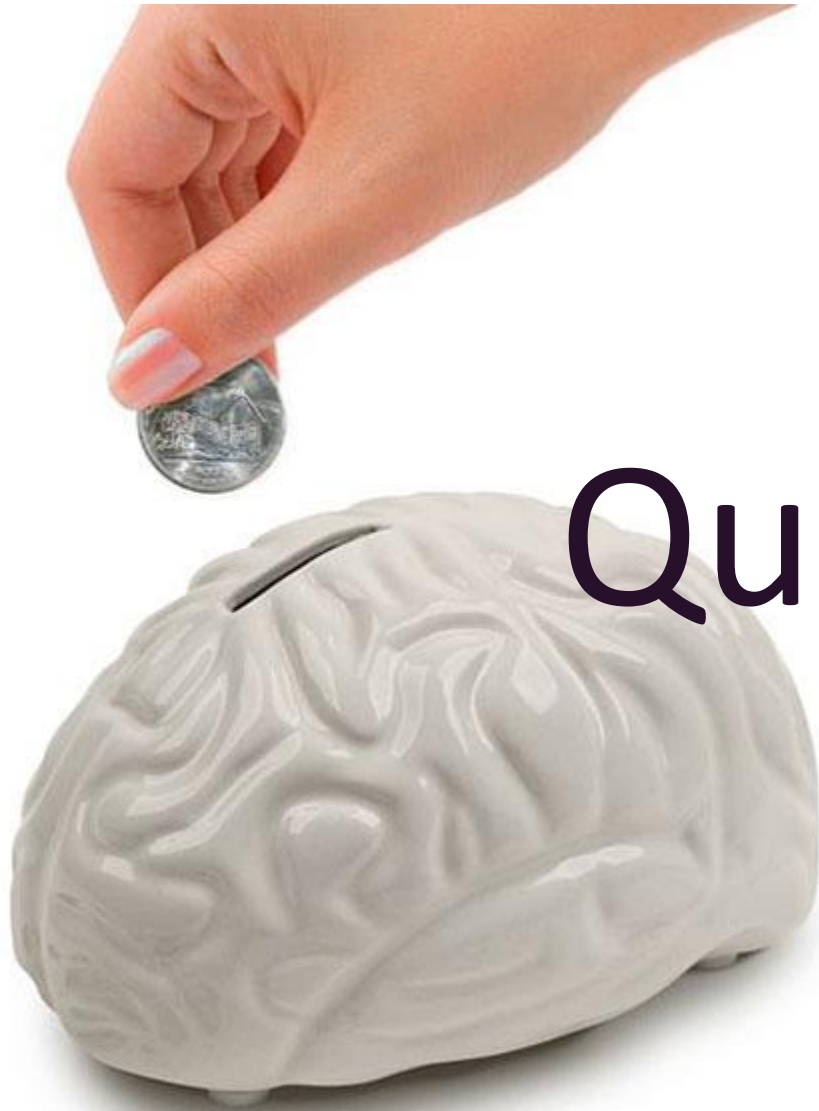
Fiscal impact to Finance budget in FY 2021-22 is \$58,600, including:

- Increases to salaries and benefits through June 30; and
- Overstaffing at accounting manager for four months; and
- Salary savings from vacancies.



Recommendation—Adopt Updated Resolution

1. Add Accounting Manager Until June, 2022
2. Increase Salaries – Accountants
3. Authorize Supplemental Appropriation



Questions?

