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May 27, 1997

*L. Bohlinger*

TO: BOARD OF DIRECTORS  
FROM: LINDA BOHLINGER  
INTERIM CHIEF EXECUTIVE OFFICER  
SUBJECT: EVALUATION OF JOBS IN ETHICS OFFICE

RECOMMENDATION

Implement the recommendation of the Hay Management Consultant Group to retain the current classification titles and make changes in salary grades as follows:

<u>TITLE</u>	<u>CURRENT GRADE</u>	<u>NEW GRADE</u>
• Ethics & Lobby Registration Manager	- K	N
• Sr. Ethics Officer	- J	K
• Ethics Officer	- H	I

ORGANIZATIONAL IMPACT

The recommended grades are reflective of other jobs performing this level of work.

BUDGET IMPACT

No budget impact. The positions are budgeted in the current fiscal year.

ALTERNATIVES CONSIDERED

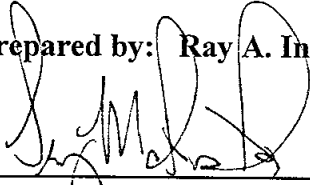
The Board may approve an alternative class title of Chief Ethics Officer in place of the current title of Ethics/Lobby Registration Manager, at the new grade N.

BACKGROUND AND/OR DISCUSSION

At the last Executive Performance Committee on March 19, 1997, the Committee gave their approval to have the Ethics jobs forwarded to the Hay Consulting Group for grade evaluation and for a recommendation on the title of Ethics & Lobbyist Registration Manager.

The Hay Consulting Group has completed their evaluation and made the above recommendations.

Prepared by: **Ray A. Inge, Deputy Executive Officer - Human Resources**

A handwritten signature in black ink, appearing to read 'Terry Matsumoto', written over a horizontal line.

**Terry Matsumoto**  
**Deputy Chief Executive Officer**