

## **CRITERIA FOR MULTI-TIERED SALARY STRUCTURE**

Manages a department which has:

1. Large, extensively organized department/agency posing difficulty in managerial control, coordination and direction.
  - a. Many administrative/supervisory levels which by virtue of the nature of work and depth and breadth of managerial control necessary includes excluded managerial employees at the highest EM levels; and
  - b. Large divisions where there is diversity in operations and activities.
  - c. Size of department and budget.
2. Highly specialized functions which are inherently complex.
3. Relationships which require regular contacts and dealings with highest elected and appointed officials and the public to effectuate policies and which involve:
  - a. Defense, justification, negotiation and settlement of highly significant and sensitive issues;
  - b. Dealing with divergent views from persons possessing equal or greater authority; and
  - c. Diplomacy, persuasion, strategy, and timing.
4. Significant impact on County and community involving one or more of the following:
  - a. Breadth of impact on population and significance of impact on those people, including health and safety.
  - b. Impact on economy and/or business community of the County.
  - c. Impact on physical environment.
  - d. Impact on governmental operations.
5. Significant salary inversion problem – indicate whether significant, serious, or potential salary inversion problem.
6. A requirement that a department head have one or more of the following:
  - a. Graduate degree.
  - b. Some form of professional certification or licensing.
  - c. Specified amount of experience by law or by Charter.

