

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
ACTION AGENDA SUMMARY

DEPT: CHIEF EXECUTIVE OFFICE

BOARD AGENDA # \*B-3

Urgent        Routine X

AGENDA DATE OCTOBER 30, 2001

CEO Concurs with Recommendation YES phk NO         
(Information Attached)

4/5 Vote Required YES        NO ✓

SUBJECT: APPROVAL TO AUTHORIZE DIRECTOR OF PUBLIC WORKS TO APPOINT HAMID HASH AS A DEPUTY DIRECTOR FOR THE PUBLIC WORKS DEPARTMENT ABOVE THE MID-POINT OF BAND F

STAFF  
RECOMMEN-  
DATIONS:

1. APPROVAL TO AUTHORIZE THE DIRECTOR OF PUBLIC WORKS TO APPOINT HAMID HASH AS A DEPUTY DIRECTOR FOR THE PUBLIC WORKS DEPARTMENT;
2. APPROVAL TO AUTHORIZE A SALARY OF \$100,505.60, WHICH IS ABOVE THE MID-POINT OF BAND F; AND,
2. AUTHORIZE THE DIRECTOR OF PUBLIC WORKS TO PROVIDE MR. HASH THE FULL 40 HOURS OF MANAGEMENT LEAVE FOR THE REMAINDER OF CALENDAR YEAR 2001.

FISCAL  
IMPACT:

The appointment of the top candidate at a salary of \$100,505.60 is approximately \$16,750 above the mid-point of Band F but is consistent with the overall market for this type of position. Funds are available in the Public Works budget.

BOARD ACTION AS FOLLOWS:

No. 2001-839

On motion of Supervisor Blom, Seconded by Supervisor Simon

and approved by the following vote,

Ayes: Supervisors: Blom, Simon, and Chair Paul

Noes: Supervisors: Mayfield

Excused or Absent: Supervisors: Caruso

Abstaining: Supervisor: None

1) X Approved as recommended

2)        Denied

3)        Approved as amended

MOTION:

THIS ITEM WAS REMOVED FROM CONSENT AND PLACED  
ON NON-CONSENT FOR DISCUSSION

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

By: Deputy

*Christine Ferraro*

File No.

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**DISCUSSION:** The Department of Public Works is in the final stages of a recruitment for a Deputy Director for the Department. Two recruitments have been held, with the first recruitment being unsuccessful. The second recruitment, which was nation-wide, produced a candidate that well meets the needs of the Public Works Department.

The candidate has an extensive background in the types of projects that we produce and is well versed in customer satisfaction. Mr. Hash has had "hands on" experience and training in implementing employee work teams and promoting the philosophy of continuous improvement throughout a large organization. The candidate has extensive knowledge in construction contract administration both in a roads arena and in major building capital improvements and has exhibited a propensity for successful project completion in these areas. The candidate has historically displayed a desirable level of professional achievement through scholastic and workplace training endeavors and will be a positive influence and driving force towards making Stanislaus County Public Works employees the best they can possibly be.

To attract this candidate, however, it will be necessary to appoint Mr. Hash above the mid-point of Band F, at a salary of \$100,505.60.

The third recommendation to provide a full 40 hours of management leave for the balance of this calendar year will allow Mr. Hash the necessary time to relocate his family from Missouri. He will start with Public Works on approximately November 12, 2001, but will need to make numerous trips during the coming weeks to relocate.

**POLICY  
ISSUE:**

Approval of this recommendation will meet the Board of Supervisors' goal of providing excellent customer service.

**STAFFING  
IMPACT:**

Approval of this recommendation would allow Public Works to fill one existing vacant Deputy Director position, resulting in better service to our customers.