

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

DEPT: Chief Executive Office

BOARD AGENDA # *B-10

Urgent Routine

AGENDA DATE March 18, 2008

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval to Amend the Salary and Position Allocation Resolution for the County Veterinarian Classification and Appoint the County Veterinarian at a Salary Above the Mid-Point of the Salary Band

STAFF RECOMMENDATIONS:

1. Amend the Salary and Position Allocation Resolution to place the classification of County Veterinarian to salary band G1 (\$105,560.00 - \$158,350.40 annually) effective the start of the March 29, 2008 pay period.
2. Authorize the Animal Services Director to appoint Dr. Kwane Stewart to the position of County Veterinarian at a salary of \$72.12 per hour which exceeds the mid-point of Band G1

FISCAL IMPACT:

The fiscal impact of the Veterinarian position for the remainder of the year is \$47,699.25. The annual cost of the position including benefits is \$190,797.00. Funding for this position is included in the Animal Services Budget.

BOARD ACTION AS FOLLOWS:

No. 2008-176

On motion of Supervisor Monteith, Seconded by Supervisor DeMartini
and approved by the following vote,

Ayes: Supervisors: O'Brien, Grover, Monteith, DeMartini, and Chairman Mayfield

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other:

MOTION:

ATTEST: Christine Ferraro
CHRISTINE FERRARO TALLMAN, Clerk

File No.

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DISCUSSION:

The Department of Animal Services has conducted a recruitment to fill the existing County Veterinarian vacancy for over one year. The recruitment efforts have included extensive advertising and direct mail to licensed Veterinarians in an attempt to fill the vacancy within the existing salary band. These recruitment efforts have failed to attract qualified candidates to Stanislaus County. Recruitments for this position have been unsuccessful for a variety of reasons, including the salary range for this position, the scope of responsibility and the lack of graduating veterinarians interested in shelter medicine. Consequently, Animal Services has relied heavily on part-time and contracted Veterinarians which have combined to fill the required medical needs for shelter animals, but has increased the overall cost of providing these services. In fiscal year 2006-2007 the cost to the county for outside Veterinarian services, part-time Veterinarians and travel was \$232,850. Costs in the current year are projected to total \$336,955 based on the continued use of contracted and part-time Veterinarian services.

Currently the department has two part-time Veterinarians working at the Animal Services Facility on an average of eleven days a month. While this help is greatly appreciated, the department is still in need of a full-time Veterinarian to conduct spaying and neutering of animals as well as the medical care needed for the animals at the Shelter.

It is recommended that the salary band for the County Veterinarian classification be adjusted from the current salary band E (\$76,419.20 to \$114,649.60/yr) to salary band G1 (\$105,560.00 to \$158,350.40/yr). Animal Services has identified a qualified candidate to fill the full-time Veterinarian vacancy within the newly requested salary band. Dr. Kwane Stewart has previously performed services for Animal Services in the capacity of a part-time Veterinarian while maintaining full-time employment in the private sector. It is recommended that Dr. Stewart be hired at an initial salary of \$72.12 per hour, \$150,009.60 annually, which is above the mid-point of the new salary band. Dr. Stewart is currently the Company Medical Director for a private animal hospital responsible for developing company policies, medical protocols and procedural implementation. He has over ten years experience in veterinary medicine and possesses a Doctorate of Veterinary Medicine from Colorado State University. His experience in providing direct care and supervising medical care for multiple facilities, along with his education makes him an extremely qualified candidate. Final appointment is contingent on the applicant passing a thorough background investigation, as well as all pre-employment screening.

POLICY ISSUE:

Approval of this request support's the Board's priority of promoting efficient delivery of public services, a safe community and a healthy community.

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STAFFING IMPACTS:

Amend the Salary and Position Allocation Resolution to place the classification of Veterinarian to salary band G1 (\$105,560.00 - \$158,350.40 annually) effective the start of the March 29, 2008 pay period. Approval of this recommendation will allow the County Veterinarian position to be filled with a highly qualified applicant.