

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

DEPT: Chief Executive Office

BOARD AGENDA #: \*B-9

AGENDA DATE: June 7, 2016

**SUBJECT:**

Approval to Appoint a Manager III (Housing and Supportive Services Manager) Candidate in the Chief Executive Office Above the Midpoint Salary Band

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**BOARD ACTION AS FOLLOWS:**

No. 2016-281

On motion of Supervisor Chiesa, Seconded by Supervisor Withrow  
and approved by the following vote.

Ayes: Supervisors: O'Brien, Chiesa, Withrow, DeMartini, and Chairman Monteith

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1)  Approved as recommended

2)  Denied

3)  Approved as amended

4)  Other:

MOTION:

ATTEST:

  
ELIZABETH A. KING, Clerk of the Board of Supervisors

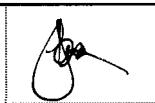
File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
AGENDA ITEM**

DEPT: Chief Executive Office

Urgent

Routine



BOARD AGENDA #: \*B-9

AGENDA DATE: June 7, 2016

CEO CONCURRENCE:

4/5 Vote Required: Yes  No

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**SUBJECT:**

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**STAFF RECOMMENDATIONS:**

1. Approve the appointment of Jeanette Fabela to the position of Manager III (Housing and Supportive Services Manager) in support of the Chief Executive Office Focus on Prevention Initiative at an annual salary of \$88,753.60, which is above the midpoint of the salary band, effective June 13, 2016.

**DISCUSSION:**

The Board of Supervisors launched the Focus on Prevention countywide initiative with the aim to improve the quality of life for all Stanislaus residents and families through coordinated prevention efforts that work across multiple sectors. These sectors include arts, entertainment and sports; business; education; faith; government; healthcare; media; non-profits; neighborhoods; and philanthropy. The Focus on Prevention is emerging into a shared community vision and foundation for ongoing transformation and culture change that will lead to tangible improvements in the lives of Stanislaus County residents.

A signature achievement in the first year is the beginning plan from the Homeless Action Council, which includes four broad strategies to help people who are homeless, or are at risk of becoming homeless, permanently escape the condition:

1. Improving strategies to build relationships with those who are homeless or at risk;
2. Developing a countywide coordinated access system integrating public and community-based supports;
3. Increasing availability and effectiveness of support services to help people escape homelessness once and for all;
4. Improving the quantity and quality of temporary, transitional and permanent housing.

The Housing and Supportive Services Manager III will play a critical role in the implementation of this plan, taking the lead in coordinating and ensuring cross-sector alignment of activities and strategies across County departments and the Stewardship Council to reduce homelessness in Stanislaus County, and will lead efforts to develop shared measurement systems to assess the achievement of desired results. The Board of Supervisors approved the restoration of this Manager III position in the Chief Executive Office as part of the 2015-2016

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Mid-Year Financial Report, funded equally between Behavioral Health and Recovery Services and the Community Services Agency.

A competitive open recruitment was conducted and Jeanette Fabela was identified as the top candidate. The County is fortunate to have been able to identify a highly qualified candidate with a background of working in a management role coordinating activities across multiple jurisdictions and agencies on joint projects, and the development of technical planning documents.

Jeanette Fabela offers a wide breadth of experience that will be valuable to implementation of the Focus on Prevention Plan to Reduce Homelessness, including seven years of experience with Stanislaus Council of Governments (StanCOG). Mrs. Fabela is currently a Senior Planner with StanCOG. In this capacity, she oversaw the development, implementation and technical work of plans, programs and securing funds for all modes of transportation in the Stanislaus County region. She managed and monitored transportation planning programs and projects, including developing and managing the federal and state mandated documents and annual reports related to the planning, funding, and delivery of transportation projects. She was accountable for the implementation of federal and state legislation related to the planning, programming, funding, and air quality conformity for all modes of transportation in the Stanislaus County region. In her role as the Programming Department Manager, she is credited with implementing management strategies that led to increases in federal and state transportation funds for the region.

As mentioned previously, Mrs. Fabela's experience coordinating activities across multiple jurisdictions and agencies on joint projects, and the ability to communicate effectively through the development of technical planning documents, makes her an ideal candidate to lead the implementation of the Focus on Prevention multi-sector effort to reduce and prevent homelessness. There are multiple services providers, both public and private, that make up the array of services and supports that must be aligned to implement a countywide coordinated access system. Each of these service providers and community partners has various funding requirements and policy restrictions. Mrs. Fabela's background is instrumental in preparing her for this challenge. Mrs. Fabela holds a Master's Degree of Public Administration. It is recommended Mrs. Fabela be appointed as a Manager III at \$88,753.60 per year which is above the midpoint of the salary band. The proposed salary is equal to Mrs. Fabela's current salary at StanCOG; a starting salary any lower would require a reduction in pay.

**POLICY ISSUE:**

Board of Supervisors' approval is required to appoint an unclassified employee at fifty-one percent or above of the salary band.

**FISCAL IMPACT:**

The annual salary range for Manager III (Band C) is \$65,187 to \$97,802. The recommended annual salary for Jeanette Fabela is \$88,753.60. The cost of filling the Manager III position at a salary above the midpoint of the salary band, including benefits, is approximately \$137,962 annually. The Housing and Supportive Services Manager position will be funded by equal contributions from Behavioral Health and Recovery Services and the Community Services Agency. Existing appropriations to support the salary and benefits of this position are included in the Chief Executive Office - Operations & Services 2015-2016 operating budget.

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<b>Cost of recommended action:</b>		137,961.52
<b>Source(s) of Funding:</b>		
CSA/BHRS Contributions	137,961.52	
<b>Funding Total:</b>		\$ 137,962
<b>Cost of recommended action:</b>		\$ -
<b>Fiscal Year:</b>	2015/2016	
<b>Budget Adjustment/Appropriations needed:</b>	No	
<b>Fund Balance as of</b>	NA	

**BOARD OF SUPERVISORS' PRIORITY:**

Approval of this appointment supports the Board of Supervisors' priority of Efficient Delivery of Public Services by ensuring that the Chief Executive Office employs highly qualified staff within its CEO - Focus on Prevention Team.

**STAFFING IMPACT:**

The Manager III position has previously been restored by the Board of Supervisors on March 8, 2016, as part of the Mid-Year 2015-2016 Financial Report. There is no other impact on staffing associated with this approval of appointment of the Manager III above the mid-point of the salary band.

**CONTACT PERSON:**

Ruben Imperial, Focus on Prevention Project Manager  
 Telephone: (209) 225-0315

**ATTACHMENT(S):**

N/A