

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

DEPT: Health Services Agency

BOARD AGENDA #: *B-4

AGENDA DATE: February 7, 2017

SUBJECT:

Approval of Appointment of a Manager III (Human Resources Manager) above the Midpoint of the Salary Band

BOARD ACTION AS FOLLOWS:

No. 2017-54

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

Ayes: Supervisors: Olsen, Withrow, Monteith, DeMartini, and Chairman Chiesa

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: Elizabeth A. King
ELIZABETH A. KING, Clerk of the Board of Supervisors

File No.

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

DEPT: Health Services Agency

BOARD AGENDA #: *B-4

Urgent Routine

AGENDA DATE: February 7, 2017

CEO CONCURRENCE: *phx*

4/5 Vote Required: Yes No

Max

SUBJECT:

Approval of Appointment of a Manager III (Human Resources Manager) above the Midpoint of the Salary Band

STAFF RECOMMENDATIONS:

Approve the appointment of the top candidate to the position of Manager III as the Human Resources Manager with the Health Services Agency at an annual salary of \$97,801.60 which is above the mid-point of the salary band.

DISCUSSION:

The Health Services Agency has been actively attempting to fill the position of Human Resources Manager – Manager III. Despite those efforts over several months the agency has been unable to successfully fill the position, leaving a critical management position vacant. The recruitment for this position began in August of 2016. The initial opening of the position produced five applicants which met the minimum qualifications. Four of those applicants were interviewed while the fifth applicant declined an interview having already accepted a position with another employer. Of the four applicants interviewed, two were ranked by the Oral Examination panel and forwarded for further consideration by the Selection panel. Meanwhile, the Chief Executive Office had performed a simultaneous recruitment for Manager III. As a result, the Chief Executive Office forwarded the names of three additional applicants that met the minimum qualifications of that recruitment and had been ranked by its Oral Examination panel but were not selected. The Health Services Agency Selection panel interviewed the forwarded candidates from each recruitment. Only one applicant was pursued, but the candidate decided the salary band would not meet the candidate's need and declined the offer.

A third recruitment began in November of 2016 and was a joint recruitment for Human Resources Management positions within the Chief Executive Office, Community Services Agency, and Health Services Agency. That recruitment produced five candidates qualified at the Manager III level which were ranked by the Oral Examination panel and forwarded for consideration to the Selection panel. Only three of the five expressed interest in interviewing for the Health Services Agency position. Two of the candidates were pursued but declined offers based on salary. Since the initial declination however, the top candidate from this recruitment has conveyed a willingness to accept the position at an annual salary of \$97,801.60.

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This candidate is currently employed locally as a Manager in Human Resources. She has tremendous experience that makes her uniquely qualified for the position at the Health Services Agency. She holds a Bachelor's Degree in Business Management and has over twenty-five years of experience in human resources, most of which has been within industry accredited healthcare organizations. The Health Services Agency is pleased with this candidate's interest in the position not only as she has a wide spectrum of human resources experience in the health care field and with hard-to-recruit licensed positions, but this experience includes innovative and strategic approaches to solving challenges, such as collaborating with managers of various disciplines to create and implement learning opportunities for development of workforce capacity, for addressing compliance issues, and for achieving staff engagement. She is knowledgeable on labor law, and experienced in matters of coaching and discipline, appeals, conflict resolution, benefits administration, recruitment and retention, workers compensation, and workforce development. During the professional reference review process, one previous (and now retired) supervisor of this candidate remarked that "she would hire her again in a heartbeat" and described the candidate as authentic, a good listener, a quick learner, tenacious, politically astute, and flexible.

This candidate's solid knowledge and experience, coupled with her deliberate yet thoughtful and diplomatic approach causes the Health Services Agency to deem her an ideal candidate for the needs of the Agency. This candidate is only willing to accept the position at the top of the band which is \$97,801.60 as this is under her present earnings.

The Health Services Agency is very fortunate to have someone with this candidate's knowledge, experience, education and leadership skills interested in joining our team and recommends the approval of an offer to fill position number 00001623 above the midpoint of the salary band at an annual salary of \$97,801.60

POLICY ISSUE:

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

FISCAL IMPACT:

The cost of filling the Human Resources Manager position at an annual salary of \$97,801.60. Funding for this position for the remainder of the Fiscal Year is included in the 2016/2017 Fiscal Year adopted budget and no increase in appropriations is being requested.

BOARD OF SUPERVISORS' PRIORITY:

Approval of this appointment supports the Board's priority of Efficient Delivery of Public Services by ensuring that the Health Services Agency employs highly qualified candidates.

STAFFING IMPACT:

Approval of this salary above the midpoint of the salary band will allow a hard-to-recruit vacant management position to be filled in the Health Services Agency with a highly qualified applicant.

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CONTACT PERSON:

Mary Ann Lee, Managing Director, 209-558-7163

ATTACHMENT(S):

None