

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

DEPT: Chief Executive Office

BOARD AGENDA #: \*B-8

AGENDA DATE: February 14, 2017

**SUBJECT:**

Approval of Appointment of a Manager III (Management Consultant) above the Midpoint of the Salary Band

**BOARD ACTION AS FOLLOWS:**

No. 2017-68

On motion of Supervisor Olsen, Seconded by Supervisor Withrow

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)  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-8

AGENDA DATE: February 14, 2017

CEO CONCURRENCE: 

4/5 Vote Required: Yes  No

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**SUBJECT:**

Approval of Appointment of a Manager III (Management Consultant) above the Midpoint of the Salary Band

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**STAFF RECOMMENDATIONS:**

1. Approve the appointment of the top candidate to the position of Manager III as a Management Consultant with the Chief Executive Office at an annual salary of \$93,142, which is above the midpoint of the salary band.

**DISCUSSION:**

The Chief Executive Office Finance Operations Unit has experienced significant turnover in the past six months, with three of the four assigned Management Consultants leaving for promotions to other County assignments. The resulting vacancies have been a challenge to fill. We are fortunate to have filled the two Senior Management Consultant positions by County promotion, but have struggled to identify qualified and experienced candidates at the Manager III level. In our efforts to efficiently and expediently fill the positions in Finance Operations, the Assistant Executive Officer and Deputy Executive Officer have interviewed over 15 candidates from three separate Manager I/II/III lists. The top candidate has been selected based on education and experience, and is currently a Manager Analyst III in a neighboring county.

The top candidate has 16 years of government administration experience, of which 14 years were in Stanislaus County, including over eight years as a Staff Services Analyst. Most recently the candidate is employed in San Joaquin County Department of Child Support Services fulfilling all the duties of a County Budget Manager. This candidate has relevant budget experience that is critical to Finance Operations including government accounting, Federal grant administration, contracts and facilities project planning, claiming for Federal/State funds and financial analysis/reporting. In addition, the candidate has a Master's in Business Administration, a Bachelor's degree in Business Administration and an Associate's degree in Business/Accounting. The candidate has passed all steps in the background review process, which confirmed excellent performance in her current and prior positions.

The candidate's solid knowledge and experience, coupled with her positive attitude make her the ideal person to join the Finance Operations Unit. This candidate is only willing to accept the position above the midpoint of the band, at a salary of \$93,142, which is just slightly above her current salary.

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The Chief Executive Office 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 the current vacant position above the midpoint of the salary band at an annual salary of \$93,142.

**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 CEO Finance Operations Unit Manager III position at an annual salary of \$93,142 can be supported within the existing Legal Budget appropriation authority already approved by the Board of Supervisors for the Chief Executive Office - Operations & Services. No budget adjustment is needed as a result of approval of the staff recommendations.

**BOARD OF SUPERVISORS' PRIORITY:**

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

**STAFFING IMPACT:**

Approval of this salary above the mid-point of the band will allow a hard-to-recruit vacant management position to be filled in the CEO Finance Operations Unit with a highly qualified candidate.

**CONTACT PERSON:**

Jody Hayes, Assistant Executive Officer (209)525-6333

**ATTACHMENT(S):**

None