

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

DEPT: Chief Executive Office

BOARD AGENDA #: *B-2

AGENDA DATE: April 18, 2017

SUBJECT:

Approval to Set the Starting Salary Above the Mid-point of the Band at \$122,000 for David T. Jones as the Children and Families Commission Executive Director, Effective April 15, 2017

BOARD ACTION AS FOLLOWS:

No. 2017-181

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

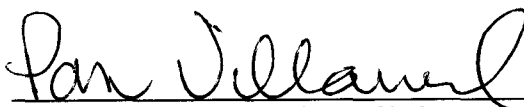
1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other:

MOTION:



ATTEST: PAM VILLARREAL, Assistant Clerk

File No.

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

DEPT: Chief Executive Office

BOARD AGENDA #: *B-2

Urgent Routine

AGENDA DATE: April 18, 2017

CEO CONCURRENCE: *pht*

4/5 Vote Required: Yes No

SUBJECT:

Approval to Set the Starting Salary Above the Mid-point of the Band at \$122,000 for David T. Jones as the Children and Families Commission Executive Director, Effective April 15, 2017

STAFF RECOMMENDATIONS:

Approve the starting salary at \$122,000, plus department head benefits as set forth in the attached benefit summary, for David T. Jones. This salary is above the midpoint of the salary band for the position of Executive Director of the Children and Families Commission.

DISCUSSION:

The Executive Director of the Children and Families Commission of Stanislaus County has been vacant since January 7, 2017, with the retirement of the previous Executive Director, John Sims. Stanislaus County conducted an open recruitment to identify potential candidates for the position. The Children and Families Commission appoints David T. Jones for the position of Executive Director of the Children and Families Commission – Proposition 10.

Mr. Jones brings a breadth of knowledge and experience to the position of Executive Director and has over 19 years of management experience with Stanislaus County. Mr. Jones is currently serving in the capacity of Senior Management Consultant with the Stanislaus County Chief Executive Office where he has gained extensive administrative, communication, financial, and leadership skills that has prepared him to serve as the Executive Director of the Children and Families Commission. Examples of his management experience include his work as both Public Information Officer as well as leading the County's Legislative Affairs Program. His work resulted in increasing the County's social media presence for StanEmergency which created various safety campaigns used in multiple newscasts and media outlets. Mr. Jones has a diverse range of experience in partnering with various community agencies including the Latino Emergency Council, several Municipal Advisory Council projects, and is well versed in many county agency initiatives involving The Children and Families Commission. In 2013, Mr. Jones was awarded the Annual Dale Butler Equal Rights Award by the Stanislaus County Board of Supervisors and the Equal Rights Commission for his outstanding commitment in furthering the County's Equal Rights Program through the production of the video "Secrets in America" which was dedicated to showcasing the effects of elder abuse and providing tools for the community to use in fighting it. Prior to joining Stanislaus County, Mr. Jones worked for Emanuel Medical Center for over eight years in a variety of positions including Vice President.

Approval to Set the Starting Salary Above the Mid-point of the Band at \$122,000 for David T. Jones as the Children and Families Commission Executive Director, Effective April 15, 2017

The position of Executive Director of the Children and Families Commission – Proposition 10 is assigned to Salary Band F in the Salary and Position Allocation Resolution, which is currently \$92,310.40 to \$138,444.80 annually. The requested starting salary for Mr. Jones is \$122,000 per year which is approximately 10% above his current salary of \$110,552 per year. Additionally, the position of Executive Director is a department head position and therefore Mr. Jones will be eligible for department head benefits pursuant to County policy. A copy of the current department head benefits plan is attached to this agenda item for reference.

POLICY ISSUE:

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

FISCAL IMPACT:

There is no fiscal impact associated with this item as the Director's salary is included in the budget for the Children and Families Commission.

BOARD OF SUPERVISORS' PRIORITY:

Approval of this item supports the Board's priority of a Healthy Community.

STAFFING IMPACT:

This is no staffing impact associated with this recommendation. This position of Executive Director is a currently allocated position in the Children and Families Commission – Proposition 10 department.

CONTACT PERSON:

Tamara Thomas, Human Resources Director, (209) 525-6333

ATTACHMENT(S):

1. Stanislaus County Department Heads 2017 Benefit Summary



**STANISLAUS COUNTY
DEPARTMENT HEADS
2017 BENEFIT SUMMARY**

TYPE	SEMI-MONTHLY PREMIUMS	DESCRIPTION	SUBJECT TO TAXES
<p>MEDICAL INSURANCE</p> <p>STANISLAUS COUNTY PARTNERS IN HEALTH (SCPH) OR ANTHEM BLUECROSS</p> <p>Medical Plan Carrier is based on employee's zip code.</p> <p>See Employee Benefit Guide for zip code list.</p>	<p>HDHP WITH HSA</p> <p>Employee Only \$320.74 Employee+1 \$641.48 Family \$866.02</p> <p>EPO</p> <p>Employee Only \$383.52 Employee + 1 \$767.03 Family \$1,035.50</p> <p>Health Savings Account (HSA) funded by the County: \$1,250 single per year \$2,100 family per year</p>	<p>Employee/dependent HDHP coverage paid at 95%.</p> <p>Employee/dependent EPO coverage paid at 80%.</p> <p>Employees working a benefitted percentage schedule will have a reduced employer contribution toward health insurance benefits.</p> <p>30-34 hours/week = 75% of the employer contribution 35-39 hours/week = 90% of the employer contribution.</p> <p>Employee share will be deducted semi-monthly before tax from paycheck.</p> <p>\$75.00 semi-monthly medical waive credit provided with proof of other coverage.</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Waive Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p>
<p>DENTAL INSURANCE</p> <p>DELTA DENTAL</p>	<p>CORE PLAN</p> <p>Employee Only \$18.25 Employee + 1 \$36.50 Family \$62.53</p> <p>BUYUP PLAN</p> <p>Employee Only \$32.89 Employee + 1 \$65.79 Family \$112.70</p>	<p>Employee/dependent Dental coverage paid at 80% of the Core Plan.</p> <p>Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits.</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
<p>VISION INSURANCE</p> <p>VSP</p>	<p>CHOICE PLAN</p> <p>Employee Only \$4.28 Employee + 1 \$8.27 Family \$11.67</p>	<p>Employee/dependent Vision coverage paid at 80%.</p> <p>Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits.</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
<p>SUPPLEMENTAL EMPLOYEE AND SPOUSAL TERM AD&D LIFE INSURANCE AND CHILD TERM LIFE INSURANCE</p> <p>VOYA/RELIASTAR</p>	<p>Opt. 1 - \$20,000 - \$ 2.25 EE and SP Opt. 2 - \$30,000 - \$ 3.38 EE and SP Opt. 3 - \$50,000 - \$ 5.63 EE Only Opt. 4 - \$100,000- \$11.25 EE Only Opt. 5 - \$150,000- \$16.88 EE Only Opt. 6 - \$200,000- \$22.50 EE Only Opt. 7 - \$250,000- \$28.13 EE Only Opt. 8 - \$300,000- \$33.75 EE Only</p> <p>Opt. 1 - \$10,000 - \$ 1.25 CH Only</p>	<p>This is a voluntary benefit offered to employees with two options available for spouses. All premiums will be deducted semi-monthly after tax from employee paycheck.</p>	<p>Premium Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No</p>
<p>BASIC TERM AD&D LIFE INSURANCE</p> <p>VOYA/RELIASTAR</p>	<p>Regular Employee Basic Term Life \$30,000 - \$1.58</p>	<p>County pays 100% of Basic Term Life and AD&D insurance premiums.</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
<p>ACCIDENT AND CRITICAL ILLNESS INSURANCE</p> <p>VOYA/RELIASTAR</p>	<p>See Employee Benefit Guide for Rates.</p>	<p>These are voluntary benefits offered to employees and their dependents. All premiums will be deducted semi-monthly after tax from paycheck.</p>	<p>Premium Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No</p>

TYPE	BIWEEKLY	DESCRIPTION	SUBJECT TO TAXES
VACATION ACCRUAL	4.62 hours biweekly first year. 6.16 hours biweekly beginning 2 nd - 20 th year. 7.70 hours biweekly beginning 21 st + years. Prorated if work less than 80 hours base. Maximum of 800 hours plus one year accruals or their actual balance on 12/15/95 if more than 800 hours.	120 hours—3 weeks annually 160 hours—4 weeks annually 200 hours—5 weeks annually	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
VACATION FLOATS	1.24 hours biweekly - Posted as part of per pay period vacation accrual.	32 hours total annually - additional vacation included in biweekly accruals.	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
ANNUAL VACATION CASH OUT ALLOWANCE		Twice in any 12 month period contingent upon departmental budget/approval and Ventura limitation.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
TERM VACATION CASH OUT		Balance of hours paid at termination.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No
MANAGEMENT LEAVE		56 hours per year, no carry over, no cash out. Use it or lose it. Prorated for new Department Head.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
SICK LEAVE ACCRUAL	3.7 hours per pay period. Prorated if work less than 80 hours base.	96.20 hours annually.	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
TERM SICK LEAVE CASH OUT		0% - Less than one year of service. 25% - Over one year of service. 75% - Upon retirement (service or disability) or death up to 600 hours or individual maximum set in 11/9/94 and 1/18/95. Employees receive hour for hour retirement service credit for any sick leave above 600 hours or their personal maximum amount.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No
SICK LEAVE CONVERSION		Convert sick leave to vacation time at open enrollment. Rate = 40%. Remaining sick leave balance = 500 hours.	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
DEFERRED COMPENSATION	2.0% of base wages.	County pays 2.0% of employee's base wages to designated deferred compensation plan.	Federal/State—No FICA/Medicare—No Retirement Contributable—Yes
PROFESSIONAL DEVELOPMENT	\$1,200 annually (fiscal year).	Reimbursement allowance to assist eligible employees in achieving professional and educational growth related to their professional position. The allowance covers work-related expenditures such as classes and seminars, professional memberships, registration fees, educational materials, tools, and equipment. See policy for further details.	Reimbursement can be either: Taxable Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No Non-Taxable Federal/State—No FICA/Medicare—No Retirement Contributable—No
SHORT TERM DISABILITY		Waiting period—30 days. On day 31 receive 50% biweekly salary for eleven months when completely disabled.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
LONG TERM DISABILITY		60% to a maximum of \$6,000 per month. Waiting period—365 days.	Premium Federal/State—No FICA/Medicare—Yes Retirement Contributable—No
CAR ALLOWANCE	\$184.62 per pay period, plus mileage.	\$4,800 annually	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
MOVING ALLOWANCE	Recruited from out-of-County up to \$3,000. Paid by the Department.	See Personnel Policy Tab 12.	See IRS publication 521.