

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

DEPT: District Attorney

BOARD AGENDA #: \*B-3

AGENDA DATE: October 24, 2017

**SUBJECT:**

Approval of Appointment of a Chief Deputy District Attorney above the Midpoint of the Salary Band

**BOARD ACTION AS FOLLOWS:**

No. 2017-588

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)  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: District Attorney

BOARD AGENDA #: \*B-3

Urgent  Routine

AGENDA DATE: October 24, 2017

CEO CONCURRENCE: 

4/5 Vote Required: Yes  No

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**SUBJECT:**

Approval of Appointment of a Chief Deputy District Attorney 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 Chief Deputy District Attorney with the District Attorney's Office at an annual salary of \$141,895, which is above the midpoint of the salary band.

**DISCUSSION:**

The District Attorney's Office has experienced significant turnover in the past 18 months. Deputy District Attorneys have been resigning from the office to relocate closer to family, and/or for higher paying positions with other counties. As a result, recruitment efforts have focused on maintaining a level of staffing that ensures adequate ongoing court coverage. The Department's Chief Deputy District Attorney position has been vacant since December 2015. To fill this vacancy, the Department conducted an open recruitment which resulted in the identification of five candidates who met the minimum qualifications. The individuals were interviewed for the position, after which one candidate withdrew from the recruitment. Of the four remaining candidates, the Department was fortunate to identify an individual fully qualified to fill the Chief Deputy District Attorney position. This individual is the top candidate and is currently a Chief Deputy District Attorney with a large county in Southern California.

The top candidate has 25 year's experience as a Deputy District Attorney, of which 11 years have been as a Chief. The candidate has relevant management experience that is critical to the position of Chief Deputy District Attorney including supervision, management and training of Deputy District Attorneys, discipline and evaluations, and implementing new processes and procedures to improve efficiencies within the office. The candidate has passed all steps in the background review process, which confirmed excellent performance in his current position.

The candidate's knowledge and experience, joined with his positive attitude for the challenges he might face, make him the best candidate for the position. The candidate is only willing to accept the position above the midpoint of the band, at a salary of \$141,895, which is significantly lower than his current salary.

The District Attorney's Office is fortunate to have someone with this candidate's experience, knowledge and leadership skills interested in joining our team, and recommends the approval of an offer to fill the current vacancy.

Approval of Appointment of a Chief Deputy District Attorney above the Midpoint of the Salary Band

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**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 Chief Deputy District Attorney position at an annual salary of \$141,895 can be supported within the existing Legal Budget appropriation authority already approved by the Board of Supervisor for the District Attorney's Office - Criminal Division. 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 A Safe Community and Efficient Delivery of Public Services by ensuring that the District Attorney's Office employees highly qualified candidates.

**STAFFING IMPACT:**

Approval of this salary above the mid-point of the band will allow a vacant position to be filled with a highly qualified candidate.

**CONTACT PERSON:**

Sara Haub, Administrative Services Manager (209) 525-5550

**ATTACHMENT(S):**

None