

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

DEPT: Chief Executive Office

BOARD AGENDA #: \*B-4

AGENDA DATE: October 31, 2017

**SUBJECT:**

Approval of Appointment Above the Mid-Point of the Salary Band for the Position of Deputy Executive Officer in the Chief Executive Office

**BOARD ACTION AS FOLLOWS:**

No. 2017-607

On motion of Supervisor DeMartini, Seconded by Supervisor Monteith  
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

BOARD AGENDA #: \*B-4

Urgent  Routine

AGENDA DATE: October 31, 2017

CEO CONCURRENCE: 

4/5 Vote Required: Yes  No

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**SUBJECT:**

Approval of Appointment Above the Mid-Point of the Salary Band for the Position of Deputy Executive Officer in the Chief Executive Office

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**STAFF RECOMMENDATIONS:**

1. Approve the appointment of the top candidate to the position of Deputy Executive Officer with the Chief Executive Office at an annual salary of \$136,011.20, which is above the midpoint of the salary band.

**DISCUSSION:**

The Chief Executive Office is recruiting to fill several positions at the Deputy Executive Officer (DEO) level. The selected top candidate(s) will report to one of three Assistant Executive Officers, and may be assigned to lead various divisions of the Chief Executive Office. Deputy Executive Officers work closely with the department's senior leadership team, providing ample opportunity for collaboration and input on strategies and policies guiding Countywide operations. The DEO recruitment process included a total of 27 applicants, with 14 selected to interview with the Senior Leadership team. The top candidate has been selected based on experience and education, and is currently a Senior Director of Business Services for a local school district in Stanislaus County.

The top candidate has over 30 years of business administration experience in the school district and city government. This candidate has relevant budget experience that is critical to Finance and Operations, including government accounting, project development, leadership and management of operations, capital facilities financing, planning, public affairs, property management, and labor relations. The candidate has a Bachelor's degree from California State University, Chico and has passed all steps in the background review process. 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.

The recommendation to appoint the top candidate at a starting annual salary of \$136,011.20 per year is required in order to offer a starting salary that is competitive in relation to the candidate's existing salary and benefits package, and to reflect the current labor market for experienced leaders in the public sector as demonstrated by numerous County recruitments.

Approval of Appointment Above the Mid-Point of the Salary Band for the Position of Deputy Executive Officer in the Chief Executive Office

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**POLICY ISSUE:**

The current salary range for the Deputy Executive Officer classification is \$95,056.00 to \$142,604.80 per year. Board of Supervisors' approval is required to appoint unclassified employees above the midpoint of the salary band, which is currently \$118,830.40.

**FISCAL IMPACT:**

The cost of filling the Deputy Executive Officer position at an annual salary of \$136,011.20, plus benefits can be supported within the existing Legal Budget appropriation authority already approved by the Board of Supervisors for the Chief Executive Office. 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 unit with a highly qualified candidate.

**CONTACT PERSON:**

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

**ATTACHMENT(S):**

None