



Legislation Details (With Text)

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File created: 3/26/2012 **In control:** Board of Supervisors

On agenda: 4/3/2012 **Final action:** 4/3/2012

Title: Chief Administrative Officer recommending the Board authorize the appointment of Bobbi Bennett to the position of Human Resources Manager at Step 5 of the salary schedule.

FUNDING: General Fund.

Sponsors:

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Attachments:

| Date | Ver. | Action By | Action | Result |
|----------|------|----------------------|----------|--------|
| 4/3/2012 | 1 | Board of Supervisors | Approved | Pass |

Chief Administrative Officer recommending the Board authorize the appointment of Bobbi Bennett to the position of Human Resources Manager at Step 5 of the salary schedule.

FUNDING: General Fund.

| BUDGET SUMMARY: | | |
|---------------------------|----------|----------|
| Total Estimated Cost | | \$22,000 |
| Funding | | |
| Budgeted | \$22,000 | |
| New Funding | \$ | |
| Savings | \$ | |
| Other | \$ | |
| Total Funding Available | \$22,000 | |
| Change To Net County Cost | | \$0 |

Fiscal Impact/Change to Net County Cost: There is no change to Net County Cost for the current fiscal year. When the Board authorized the addition of the allocation of Human Resources Manager, the anticipated cost was \$54,000, based on a hire date of February 1, 2012. Since the hire date has been delayed, there is sufficient funding for the advanced step appointment. Total estimated costs, inclusive of all benefits, for the current fiscal year are approximately \$23,000 for a start date of May 1.

Background: On December 20, 2011 (item #25), the Board approved an organizational strategy for the Human Resources, Risk Management, and Labor Relations functions, approved the job specifications for Human Resources Manager and Risk Manager, and amended the Personnel Allocation Resolution to add these positions to the Human Resources/Risk Management Department.

Reason for Recommendation: The Chief Administrative Office conducted a recruitment for the position of Human Resources Manager. Many qualified applicants responded. Ms. Bennett has a Master's Degree in Counseling Psychology and more than 10 years of experience in public sector Human Resources management. Her experience has included all aspects of Human Resources as well as Worker's Compensation and benefits management. Her background and experience are very well suited to the "Focus Team" organizational strategy approved in December.

Action to be taken following Board approval: The Chief Administrative Officer will prepare an official offer to the candidate and continue processing the recruitment.

Contact: Terri Daly