



Legislation Text

File #: 17-1116, **Version:** 1

County Counsel recommending the Board appoint the Director of Human Resources, or designee, as its designated representative to negotiate the salary, compensation in the form of fringe benefits, and other related terms and conditions of employment with the Chief Administrative Officer in accordance with Government Code section 54957.6.

FUNDING: General Fund.

DEPARTMENT RECOMMENDATION

County Counsel recommending the Board of Supervisors appoint the Director of Human Resources or designee as its designated representative to negotiate the salary, compensation in the form of fringe benefits, and other related terms and conditions of employment with the Chief Administrative Officer in accordance with Government Code section 54957.6.

DISCUSSION / BACKGROUND

Beginning in 2015 the County undertook an extensive recruitment process for a new permanent Chief Administrative Officer. In 2016, the Board of Supervisors appointed Don Ashton to be the Chief Administrative Officer of the County. Government Code section 54957.6 provides that the Board “may hold closed sessions with the local agency’s designated representatives regarding the salaries, salary schedules, or compensation paid in the form of fringe benefits of its represented and unrepresented employees... However, prior to the closed session, the legislative body of the local agency shall hold an open and public session in which it identifies its designated representatives.”

This item seeks to have the Board of Supervisors appoint the Director of Human Resources or designee as the Board’s designated representative to negotiate the salary, compensation in the form of fringe benefits, and related terms and conditions of employment with the Chief Administrative Officer. The Board can then meet in closed session to provide direction to its designated representative, the Director of Human Resources or designee.

ALTERNATIVES

The Board could decline to appoint the Director of Human Resources or designee and instead appoint a different individual or individuals as its designated representative. This alternative is not recommended because the Director of Human Resources has by delegation of authority from the Chief Administrative Officer acted as the County’s Employee Relations Officer as defined by the Employer-Employee Relations Resolution 10-83 and represented the County in the process of negotiating contracts with employee organizations and unrepresented employees.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Human Resources Department.

FINANCIAL IMPACT

The appointing of a designated representative to negotiate the salary and related terms and conditions of employment of the Chief Administrative Officer has no fiscal impact.

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

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