

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

DEPT: County Counsel

BOARD AGENDA # *E-1

Urgent Routine

AGENDA DATE August 6, 2013

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval of Compensation and Benefit Package for Interim Chief Executive Officer Stanley Risen

STAFF RECOMMENDATIONS:

Approve an increase in base salary for Interim Chief Executive Officer Stanley Risen to the same current base salary of Chief Executive Officer Monica Nino, including department head benefit package, during the period Risen serves as Interim Chief Executive Officer.

FISCAL IMPACT:

Costs associated with the proposed action can be absorbed within existing appropriations from the Chief Executive Office - Operations and Services budget, and will result in an overall savings as Mr. Risen's current position will remain unfilled during the interim period.

BOARD ACTION AS FOLLOWS:

No. 2013-400

On motion of Supervisor O'Brien, Seconded by Supervisor Monteith

and approved by the following vote,

Ayes: Supervisors: O'Brien, Withrow, Monteith, De Martini and Chairman Chiesa

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

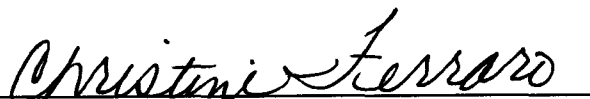
1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other:

MOTION:



ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

DISCUSSION:

On July 30, 2013, the Board of Supervisors appointed Assistant Executive Officer Stan Risen to serve as Interim Chief Executive Officer effective August 17, 2013, until a recruitment to fill that position is completed and the position is filled. This action establishes the compensation and benefits for the Interim Chief Executive Officer.

Approval of the proposed action increases the base salary for Interim Chief Executive Officer Stan Risen to match the current, existing salary of Chief Executive Officer Monica Nino. Ms. Nino's current base salary is \$220,500.80 per annum, less the 5% pay deduction taken by County employees, for a net of \$209,475.76 per annum, which equals \$8,056.76 per bi-weekly pay period. Mr. Risen's current base salary is \$192,358.40, less the 5% pay deduction, for a net of \$182,740.48 per annum or \$7,028.48 per pay period. The proposed action reflects an increase, after the 5% pay deduction, equivalent to \$26,735.28 per annum, or \$1,028.28 per pay period.

The increase in base salary would apply during the period Mr. Risen serves as Interim Chief Executive Officer. If the Chief Executive Officer position is not filled by January 1, 2014, the base salary for the Interim Chief Executive Officer is eligible for adjustment in accordance with the County Pay-for-Performance policy. Mr. Risen would retain the right to return to his prior position as Assistant Executive Officer at his existing base salary for that position. During the period that the Interim Chief Executive Officer serves, the classification of the Chief Executive Officer would be changed to Interim Chief Executive Officer, and the position would change back to Chief Executive Officer upon completion of the recruitment.

Mr. Risen currently receives department head benefits, and that will continue as Interim Chief Executive Officer. One specific benefit is an annual vacation cash out allowance, which provides that County management employees may cash out accrued vacation balance twice in any 12-month period contingent upon departmental budget and approval, and subject to a maximum cash out of 232.44 hours per year. This proposed action would serve as Board approval for Mr. Risen to cash out accrued vacation in accordance with current the benefit package.

POLICY ISSUES:

Board approval of the proposed action supports its priorities of providing for the efficient delivery of public services.

STAFFING IMPACT:

There are no staffing impacts associated with the proposed action.

CONTACT:

John Doering, County Counsel, at 525-6376.
Nancy Bronstein, Human Resources Director, at 525-6333