

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

DEPT: Environmental Resources

BOARD AGENDA # *B-5

Urgent Routine

AGENDA DATE January 14, 2014

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval to Appoint a Manager IV, Water Resources Manager, with the Department of Environmental Resources above the Midpoint of the Salary Band

STAFF RECOMMENDATIONS:

Approve the appointment of Walter Ward to the position of Manager IV, Water Resources Manager, with the Department of Environmental Resources at an annual salary of \$109,449.60, which is above the mid-point of the salary band.

FISCAL IMPACT:

The cost of filling the Manager IV position at a salary above the midpoint of the salary band, including full salary benefits and the current 5% salary deduction, is approximately \$155,400 annually. A transfer from Appropriations for Contingencies to the Department of Environmental Resources to fund this position was approved by the Board of Supervisors on October 29, 2013.

BOARD ACTION AS FOLLOWS:

No. 2014-24

On motion of Supervisor Monteith, Seconded by Supervisor Chiesa
and approved by the following vote,

Ayes: Supervisors: Chiesa, Withrow, Monteith, and Chairman De Martini

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: O'Brien

1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other: This Item was removed from the consent calendar for discussion and consideration.

MOTION:

ATTEST: Christine Ferraro
CHRISTINE FERRARO TALLMAN, Clerk

File No.

DISCUSSION:

On October 29, 2013 the Board of Supervisors approved a new Ground Water Ordinance for the citizens of Stanislaus County. The approval included the addition of a new Water Resources Manager, Manager IV, position. This position is a critical component for program success both at initial implementation and for future program development. This position will be expected to oversee the planning and implementation of the ordinance, provide water management expertise and support to the Department of Environmental Resources, other County staff, and the Board of Supervisors, and to facilitate on-going water policy development.

An open recruitment for the Water Resources Manager position was conducted in which 22 applications were received, and of those five applicants were qualified and were interviewed. Mr. Walter Ward was the top candidate with significant water management experience and the ability to perform the duties and responsibilities of the position. Overall he has over 30 years of experience in the water industry and holds a Bachelor of Science degree with Honors in Geological Sciences.

Mr. Ward recently retired from Modesto Irrigation District where he worked for over 17 years. His salary when he retired was approximately \$150,000 annually and Mr. Ward was not willing to accept a salary lower than the top of the band, which is \$109,449.60 annually. He does understand that all County employees are subject to a 5% salary deduction and will be subject to the same salary deduction. The Department is very fortunate to have Mr. Ward join our team and recommends the appointment of Manager IV above the midpoint of the salary band at an annual salary of \$109,449.60.

POLICY ISSUE:

Board approval is required to appoint unclassified employees at fifty-one percent or above the salary band. Approval of this appointment supports the Board's priority of Efficient Delivery of Public Services by ensuring that the Department of Environmental Resources employs highly qualified candidates.

STAFFING:

Approval of this appointment will allow a vacant Manager position in the Department of Environmental Resources to be filled with a highly qualified applicant.

CONTACT:

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