

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

DEPT: CEO-RISK MANAGEMENT DIVISION

BOARD AGENDA # *B-9

Urgent

Routine

AGENDA DATE March 25, 2014

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval to Appoint a Manager III, Benefits Manager, with the Chief Executive Office - Risk Management Division Above the Midpoint of the Salary Band

STAFF RECOMMENDATIONS:

Approve the appointment of Paul Loehr to the position of Manager III, Benefits Manager, with the Chief Executive Office - Risk Management Division at an annual salary of \$88,753.60, which is above the midpoint of the salary band.

FISCAL IMPACT:

The cost of filling the Manager III position at a salary above the midpoint of the salary band, including benefits and the current 5% salary deduction, is approximately \$130,000 annually. For the remaining three months of the fiscal year, it anticipated that this position will cost approximately \$32,500. This position and requested salary were planned and budgeted in the 2013-2014 Final Budget.

BOARD ACTION AS FOLLOWS:

No. 2014-133

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

and approved by the following vote,

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

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:

The Risk Management Division of the Chief Executive Office is responsible for a wide variety of functions, including Employee Benefits. The Benefits Manager (Manager III) position was added earlier in the fiscal year to manage all employee benefits programs including medical, dental, vision, life, voluntary benefits, and the deferred compensation program. The total budget for all benefit programs assigned to the Division is nearly \$59 million.

The primary responsibility of the Benefits Manager will be to manage benefit administrative services, maintain legal compliance of the employee benefits program, including implementation of requirements related to the Affordable Care Act, as well as monitor the ongoing financial and clinical performance of all benefit related programs. The Benefits Manager will also assist the Assistant Executive Officer in other related duties as part of a restructuring of the CEO Risk Management Division.

Mr. Loehr has a wide breadth of experience that will be valuable to the Chief Executive Office, including ten years of progressively responsible senior management and director level experience in leading local government human resources functions. Mr. Loehr has worked as Director of Human Resources in city government, including oversight of various risk management functions and assignments as the lead negotiator for bargaining employee labor agreements.

The Risk Management Division conducted a competitive recruitment to fill this position. Mr. Loehr was the top candidate and has significant management and benefits experience. The CEO Risk Management Division is very fortunate to have Mr. Loehr join its team and recommends the appointment of Manager III at \$88,753.60 per year, or 75% of the band. Mr. Loehr was offered a reduced salary and declined the offer based on his prior work history and related salary. County policy requires Board approval for appointing a new employee above 50% of the salary band. Mr. Loehr's salary will also be reduced by 5% as part of the current salary deduction program in place for all County employees.

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 Chief Executive Office employs highly qualified candidates.

STAFFING IMPACT:

Approval of this appointment will allow the vacant Benefits Manager position in the Risk Management Division of the Chief Executive Office to be filled with a highly qualified candidate.

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