

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

DEPT: Chief Executive Office

BOARD AGENDA # *B-9

Urgent Routine

AGENDA DATE October 27, 2015

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval to Appoint a Manager III Candidate in the Chief Executive Office - Capital Projects Division Above the Midpoint of the Salary Band

STAFF RECOMMENDATIONS:

Approve the appointment of Andrew Johnson to the position of Manager III with the Chief Executive Office - Capital Projects Division at an annual salary of \$96,000, which is above the midpoint of the salary band.

FISCAL IMPACT:

The annual salary range for the Manager III classification is \$65,187 to \$97,802. The recommended annual salary for Andrew Johnson is \$96,000. The cost of filling the Manager III position at a salary above the midpoint of the salary band, including benefits, is approximately \$141,000 annually (\$96,000 salary plus an approximate \$45,000 in benefits). This position will be funded from a combination of various Capital Projects, department revenue and General Fund contribution. Existing appropriations are included in the Department's Adopted Final Budget for 2015-2016.

BOARD ACTION AS FOLLOWS:

No. 2015-503

On motion of Supervisor Chiesa, Seconded by Supervisor Monteith

and approved by the following vote,

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

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
CHRISTINE FERRARO TALLMAN, Clerk

File No.

DISCUSSION:

The Capital Projects Division of the Chief Executive Office provides project planning and project management services for the remodeling and construction of all County facilities. Services are focused on planning, financing, design and construction projects for new and existing County facilities.

The Capital Projects Team has embarked on its largest construction effort in its history. The projects include the Assembly Bill 900 Phase II Public Safety Center Expansion Projects which will construct 480 maximum security detention beds, 72 medical/mental health beds, and security control in addition to an intake, release and transportation facility. The Team has also re-purposed a vacant County facility into a new state of the art Coroner facility which was completed in October of 2015. The Senate Bill 1022 Reentry and Enhanced Alternatives to Custody Training (REACT) Center project which will construct 288 transitional housing beds at the Public Safety Center site is currently in the design stage. Also planned is a new Crisis Stabilization Unit (CSU) which will be located within an existing wing of the Stanislaus Recovery Center at 1904 Richland Avenue in Ceres, adjacent to other behavioral health facilities. The Team is embarking on a major facilities Business and Master Plan for the County's Social Services Programs. This project includes identification, evaluation and development of an Operational Service Delivery Plan and Facility Master Plan for the Community Services Facility. Other projects are in the planning phase with significant construction projects underway and planned.

There are two vacant Management Consultant positions that are part of the Capital Projects Team. When filled, these positions serve as key team members and provide critical support, coordination, and management of the various projects. The Consultants will support projects through the various phases including planning, programming, design, construction and construction close-out. In addition, the Consultants will monitor project budgets and provide administrative field construction support to the construction management team.

A competitive open recruitment was conducted and Andrew Johnson was identified as a top candidate for one of the positions. The County is fortunate to have been able to identify a highly qualified candidate with construction and project management background as the combination of these skills has been difficult to realize.

Andrew Johnson offers a wide breadth of experience that will be valuable to the Capital Projects Team, including eight years of management experience with the City of Modesto. Mr. Johnson currently is the Interim Manager of the Parks, Recreation, and Neighborhoods Department with the City of Modesto. Mr. Johnson has developed and implemented long and short-term strategic plans in support of city-wide goals and objectives to meet community needs. Mr. Johnson provided oversight and administration to the community neighborhood improvement, preservation and operation of historic properties and acquisition and development of parks, trails and open space along with many other leadership efforts. Mr. Johnson also worked in conjunction with the Stanislaus County Chief Executive Office as part of a joint powers agreement for several years serving as a Facility Manager for Tenth Street

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Place. In that capacity, he has managed several large capital improvement projects, initiated a new security plan and authored the building's first deferred maintenance plan. He has supervised numerous contractors and managed both the janitorial and security contracts. Mr. Johnson holds a Master's Degree in Public Administration and a Bachelor's Degree in Political Science. The Capital Projects Division is very fortunate to have Mr. Johnson join its team. It is recommended that Mr. Johnson be appointed as a Manager III at \$96,000 per year which is above the midpoint of the salary band. This proposed salary is equitable to the current salary Mr. Johnson has been earning with the City of Modesto.

Staff anticipates returning to the Board of Supervisors in the near future for consideration of one additional Manager III candidate. This candidate is still in background and once that process is successfully completed, staff will recommend appointment at the same salary level as under consideration today for Mr. Johnson.

POLICY ISSUE:

Board approval is required to appoint an unclassified employee at fifty-one percent or above of the salary band. Approval of this appointment supports the Board of Supervisors' priority of Efficient Delivery of Public Services by ensuring that the Chief Executive Office employs highly qualified candidates within its Capital Projects Team.

STAFFING IMPACT:

Approval of this recommendation will allow the positions in the Capital Projects Team of the Chief Executive Office to be filled with highly qualified candidates.

CONTACT PERSON:

Nancy Bronstein, Deputy Executive Officer, Chief Executive Office, 209-525-6333