

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

DEPT: Stanislaus Regional 911

BOARD AGENDA #: *B-5

AGENDA DATE: August 2, 2016

SUBJECT:

Approval to Amend the Salary and Position Allocation Resolution to Restore the Director of Emergency Dispatch Position and to Appoint the Director of Emergency Dispatch Above the Midpoint Salary Band

BOARD ACTION AS FOLLOWS:

No. 2016-393

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

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

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:


ELIZABETH A. KING, Clerk of the Board of Supervisors

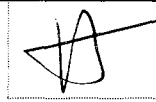
File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
AGENDA ITEM**

DEPT: Stanislaus Regional 911

Urgent ☐

Routine ☒



BOARD AGENDA #: *B-5

AGENDA DATE: August 2, 2016

CEO CONCURRENCE:

4/5 Vote Required: Yes ☐ No ☒

SUBJECT:

Approval to Amend the Salary and Position Allocation Resolution to Restore the Director of Emergency Dispatch Position and to Appoint the Director of Emergency Dispatch Above the Midpoint Salary Band

STAFF RECOMMENDATIONS:

1. Amend the salary and position allocation resolution assigned to Stanislaus Regional 911 to remove one Lieutenant and replace it with one Director of Emergency Dispatch position effective July 18, 2016 to support operations at the dispatch agency.
2. Approve the appointment of Scotty Douglass to the position of Director of Emergency Dispatch at an annual salary of \$132,500, which is above the midpoint of the salary band, effective July 18, 2016.

DISCUSSION:

Stanislaus Regional 911 is the emergency dispatch agency for over 20 law enforcement and fire agencies within Stanislaus County, providing enhanced 911 and non-emergency call processing for unincorporated County areas and most of the cities. The agency was formed through a Joint Powers Agreement (JPA) between the City of Modesto and Stanislaus County, directed by a Commission composed of representatives from each jurisdiction and the public safety agencies. While Stanislaus Regional 911 is a separate entity, the County is the employer of record of agency staff.

The head of the agency has gone by the working title of Director despite changes in the actual classification over the years. The Director of Emergency Dispatch classification was deleted from the agency's position allocation in the 2004-2005 Midyear Financial Report. The role was later reclassified to a Lieutenant in the 2007-2008 Midyear Financial Report. This adjustment in classification served to accommodate the Commission's desire to incorporate a member from public safety, either from law enforcement or fire services, to serve in this leadership role. This was an operational change to bring a public safety perspective to the position. The position was last vacated in March 2016 and has been filled temporarily by the Operations Manager serving as the Interim Director.

The City of Modesto and Stanislaus County re-evaluated the position and determined that a return to the original concept for the Director was in order. The City of Modesto administered the recruitment process with the purpose of identifying highly qualified and competitive applicants for this critical role. A recruiter was retained and a nationwide search resulted in a strong group of candidates for potential appointment. The Commission worked in conjunction

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with City of Modesto and County leaders as well as the Dispatch Advisory Board, an advising body of the JPA, to vet the applicant pool.

In accordance with the JPA agreement, the Commission ultimately made the selection for the new Director, including approval of the negotiated salary. Scotty Douglass comes with a strong background in leadership positions in both public and private organizations, including over 10 years in management with Santa Cruz Regional 911. He started his new role as Director of Stanislaus Regional 911 on July 18, 2016.

Due to the prominent use of the working title Director and the involvement with partnering agencies throughout the recruitment process, it was overlooked that the job classification had not been changed from Lieutenant to Director of Emergency Dispatch to reflect the current organizational approach to the position. It is requested that the position allocation assigned to Stanislaus Regional 911 reflect the role accordingly, replacing the Lieutenant position with the Director of Emergency Dispatch classification as of July 18, 2016. Additionally, because the salary was negotiated by the Commission and not County personnel, it is requested that the annual salary of \$132,500, which falls above the midpoint of the salary band, be approved retroactively.

POLICY ISSUE:

Board of Supervisors' approval is required to change the position allocation for a County department, or in this case a separate entity created through a Joint Powers Agreement wherein Stanislaus County serves as the employer of record. Additionally, approval is required to appoint an unclassified employee at fifty-one percent or above the salary band.

FISCAL IMPACT:

There is no fiscal impact associated with these recommendations. The 2016-2017 Stanislaus Regional 911 Budget includes provisions for the Director's salary and benefits.

BOARD OF SUPERVISORS' PRIORITY:

Stanislaus Regional 911 is a separate entity created through a Joint Powers Agreement between the City of Modesto and Stanislaus County. However, the services provided by the agency support those in public safety and promote the Board's priority of A Safe Community.

STAFFING IMPACT:

The recommendations included herein delete one existing Lieutenant from the allocation and replace it with one Director of Emergency Dispatch position to align with the desired organizational structure without changing the current position allocation count.

CONTACT PERSON:

Wendy Silva, Operations Manager, Stanislaus Regional 911

(209) 552-3903

ATTACHMENT(S):

N/A