



Agenda Date: 1/10/2006
Agenda Placement: 6N

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Mark Gregersen - Director
Human Resources
REPORT BY: Karla Jensen, Human Resources Analyst II , (707) 253-4489
SUBJECT: Amend Departmental Allocation and Management Compensation Plan to create an "at will" Risk Manager for the County Executive Office

RECOMMENDATION

Human Resources Director requests adoption of a resolution regarding the following in connection with the County Executive Office, effective January 10, 2006:

1. Amend the Departmental Allocation List to delete one (1) (M) Risk Manager and add one (1) (M) Risk Manager designated as "at-will", Management Non-Classified (Other); and
2. Amend appropriate policies to delete one (1) Risk Manager and add one (1) "at-will" Risk Manager.

EXECUTIVE SUMMARY

The County Executive Office (CEO) has requested that the Risk Manager, a single-position classification in the CEO, be designated as an "at-will", Management Non-Classified (Other) employee. This change aligns with the County's philosophy of holding critical management positions more accountable.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	County Executive Office
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	The County Executive Officer believes that an "at will" status for this management position will allow for greater flexibility in the hiring and retention of qualified individuals.

Is the general fund affected? Yes

Future fiscal impact: The potential impact is relatively small in that the only additional cost associated with this status change would be the potential of a two-week severance payment that will be paid out only in the event of the involuntary termination of the employee.

Consequences if not approved: This position will remain a management classified position.

Additional Information: None

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

The County Executive Officer has requested that future appointed employees to the Risk Manager single-position classification be "at-will" employees. This request is consistent with the current practice of the County Executive Office regarding the status of highly sensitive management positions and is part of an overall effort to provide greater management accountability. Thus, future employees appointed to, or promoted to, the Risk Manager position will be designated as "at-will", Management Non-Classified (Other).

Approval of the recommended action will not result in any change in the salary for the position of Risk Manager. As an "at-will" employee, the Risk Manager will receive the fringe benefits available to Management Non-Classified (Other) pursuant to Part 1: Section 37C-3, Section 2 of the County of Napa Management Compensation Plan.

SUPPORTING DOCUMENTS

A . Resolution

CEO Recommendation: Approve

Reviewed By: Andrew Carey