



Agenda Date: 3/4/2008
Agenda Placement: 7H

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Gregersen, Mark - Director
Human Resources
REPORT BY: Pamela Hansen, Human Resources Analyst III - 253-4305
SUBJECT: Amend Departmental Allocation List and Management Compensation Plan to create an "at will" Correctional Lieutenant

RECOMMENDATION

Human Resources Director requests adoption of a resolution regarding the following in connection with the Department of Corrections, effective March 4, 2008:

1. Amend the Departmental Allocation List deleting one (1) (M) Correctional Lieutenant and adding one (1) (M) Correctional Lieutenant designated as "at-will" Management Non-Classified (Other); and
2. Amend appropriate policies deleting Correctional Lieutenant from the list of Management Classified classifications and adding Correctional Lieutenant to the list of "at-will" Management Non-Classified (Other) classifications.

EXECUTIVE SUMMARY

The County Executive Office (CEO) has requested that certain Management positions, at the time they become vacant, be designated as "at-will" Management Non-Classified (Other). 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?	There will be no change in salary. A minimal increase in cost for benefits will occur as this position will receive county-paid life insurance commensurate to one times the annual salary, disability insurance, and would be eligible for severance pay (one or two weeks depending on years of service). Currently

this position receives County-paid life insurance in the amount of \$50,000 and no county paid disability insurance or severance pay.

Is it Mandatory or Discretionary? Discretionary

Discretionary Justification: The County Executive Office (CEO) has requested that certain Management positions, at the time they become vacant, be designated as "at-will" Management Non-Classified (Other). This change aligns with the County's philosophy of holding critical management positions more accountable.

Is the general fund affected? Yes

Future fiscal impact: The cost to fund the benefits will be included in the departmental budget.

Consequences if not approved: If this position is not approved as "at will" the designation of this position will not be in accordance with the direction of the County Executive Officer.

Additional Information:

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 has established a practice of designating senior or high level management positions as "at-will" as part of an effort to provide greater management accountability. This has been done as positions have become vacant or as new positions have been created within the organization. In December 2007, the Correctional Lieutenant position became vacant. Today's action will designate this vacant position as "at-will" Management Non-Classified (Other). Approval of the recommended action will not result in any change in the salary for this position. At-will employees 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: Karen Collins