



Agenda Date: 7/11/2006
Agenda Placement: 6R

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Britt Ferguson for Nancy Watt - County Executive Officer
County Executive Office
REPORT BY: Helene Franchi, Senior Management Analyst, 253-4820
SUBJECT: Appointment of Director of Corrections

RECOMMENDATION

County Executive Officer requests adoption of a resolution appointing John Pearson as Director of Corrections to serve at the will of the Board of Supervisors effective July 29, 2006.

EXECUTIVE SUMMARY

Following an extensive, but ultimately unsuccessful, national search to fill this position, which is appointed by and serves at the will of the Board of Supervisors, it is recommended that John Pearson be appointed as Director while a longer-term plan to hire an Assistant Director is completed. The successful Assistant Director candidate will then spend the next six to twelve months working with Mr. Pearson in preparation to assume the Director position by next summer.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Funding is appropriated in the recommended FY 06-07 Department of Corrections budget.
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	Mr. Pearson's wealth of experience in the criminal justice field is extensive. His knowledge and leadership skills particularly regarding the unique civilian jail operation in Napa County is unsurpassed.
Is the general fund affected?	Yes

Future fiscal impact: This position is currently allocated to the department and will be budgeted accordingly in future fiscal years.

Consequences if not approved: Further effort would be required to fill the position.

Additional Information:

ENVIRONMENTAL IMPACT

There is no Environmental Impact for this item.

BACKGROUND AND DISCUSSION

Napa County Code section 2.08.040 (C) (3) (f) provides that the County Executive Officer shall recommend to the Board of Supervisors, for its consideration and appointment, qualified candidates to fill vacancies for board appointed department head positions. As a non-elected department head, the Director of Corrections is appointed by and serves at the will of the Board of Supervisors.

An extensive national search was conducted by Ralph Andersen & Associates for the purpose of filling the position of Director of Corrections, however this search was unsuccessful. Rather than start the Director recruitment process again, the County Executive Officer recommends the appointment of John Pearson to serve as Director, while a longer-term plan is implemented to hire an Assistant Director of Corrections who will spend the next six to twelve months working for and training with Mr. Pearson in preparation to assume the Director position by next summer. Staff believes that a new recruitment geared to candidates looking for a promotional opportunity to the department head level will generate a pool of applicants that has not been attracted thus far.

John Pearson has spent a career in the criminal justice field beginning in 1960 soon after graduating from Stanford University with a BA in psychology. Mr. Pearson's began his career with California Youth Authority and later with non-profit groups in Santa Clara County, such as American Justice Institute. Mr. Pearson came to Napa in 1975 as Napa County's first Criminal Justice Planner to assist with the development and implementation of the Department of Corrections. He continued in that role coordinating the start-up of the new 60-bed jail in 1976, assisting with special programs such as central warrants, central dispatch, services to jail inmates through contracts with the Volunteer Center, and coordinating the planning and implementation of the Napa County Justice Information System (Mapper). In 1989, Mr. Pearson became the Director of Corrections and remained in that role until his retirement in 1995. During his tenure, the Department developed into a strong professional organization. Since his retirement, he has worked as a contract consultant on a number of justice-related special projects for Napa County, including the current Adult Correctional Systems Master Plan and the new Juvenile Justice Center.

SUPPORTING DOCUMENTS

A . Resolution

CEO Recommendation: Approve

Reviewed By: Helene Franchi