



Board Agenda Item 43

DATE: February 25, 2020
TO: Board of Supervisors
SUBMITTED BY: Paul Nerland, Human Resources Director
SUBJECT: Agreement with First 5 for Executive Recruitment

RECOMMENDED ACTION(S):

Approve and authorize the Chairman to execute an Agreement with First 5 Fresno County and the County of Fresno Human Resources Department to provide recruitment services to First 5 to recruit a new Executive Director.

ALTERNATIVE ACTION(S):

Should your Board not adopt the proposed Agreement, the County of Fresno Human Resources Department would not provide recruitment services to First 5 to recruit a new Executive Director.

FISCAL IMPACT:

Costs associated with this recruitment by the County of Fresno, in an amount not to exceed \$23,000, would be paid by First 5 to the County of Fresno for services rendered, including expenses, as part of this recruitment.

DISCUSSION:

First 5 California is dedicated to improving the lives of California's young children and their families through a comprehensive system of education, health services, childcare, and other crucial programs. Since its creation, First 5 California has brought these critical services to millions of parents, caregivers, and children ages 0 to 5.

First 5 Fresno County ("First 5") is led by a Commission made up of individuals appointed by the County Board of Supervisors, and includes Supervisor Brian Pacheco, Director of Child Support Services, Kari Gilbert and Director of Behavior Health, Dawan Utecht.

On January 15th, the prior First 5 Executive Director, Emilia Reyes, was hired as the new Chief Executive Officer of the Fresno Economic Opportunities Commission. Pending approval of this agreement, the County of Fresno's Human Resources Department ("Human Resources") will conduct the recruitment to fill the vacant First 5 Executive Director position.

Total costs associated with the recruitment are included as part of this Agreement and will not exceed \$23,000, including staff time. However, Human Resources staff will make every effort to defray costs, by working efficiently, and relying on First 5 staff whenever possible.

As part of the recruitment process, Human Resources staff will post the recruitment to a variety of recruitment sites, update First 5 on the status of the recruitment progress, conduct reference checks and

candidate vetting, invite the candidates to interview with First 5 Commissioners and facilitate the candidate interview and selection process.

With your Board's approval of this Agreement, staff anticipates that the recruitment will begin as soon as possible pending the direction of First 5. A draft proposed timeline is attached for reference.

ATTACHMENTS INCLUDED AND/OR ON FILE:

On file with Clerk - Agreement with First 5
Attachment "1" Recruitment Timeline

CAO ANALYST:

Ronald Alexander