



Board Agenda Item 45

DATE: August 9, 2022

TO: Board of Supervisors

SUBMITTED BY: Robert W. Bash, Director, Internal Services/Chief Information Officer

SUBJECT: Waiver of Nepotism Rule: Internal Services Department

RECOMMENDED ACTION(S):

Authorize a waiver of the nepotism rule in accordance with Management Directive, Chapter 200 - Personnel Practices & Procedures, section 230 - Nepotism and Section 43 of the Fresno County Charter for the son of the County Administrative Officer selected as an Information Technology Specialist I with the Internal Services Department and authorize the Chairman to sign the Employee Hire Data Form (Unanimous).

There is no increase in Net County Cost associated with the recommended action. The Internal Services Department (ISD) requested a recruitment for Information Technology (IT) Specialist I through the Human Resources Department to fill vacancies in the ISD - IT Services Division. Ten qualified applicants were forwarded to ISD as eligible for hire. Following an interview process, the son of the appointed County Administrative Officer was determined the best qualified applicant, resulting in a recommendation to hire. With your Board's unanimous approval, the related Employee Hire Data (PAN-106) Form would be executed by the Chairman in accordance with Management Directive, Chapter 200, section 230 (MD 230) and sent by the Clerk of the Board of Supervisors (Board Clerk) to ISD. This item is countywide.

ALTERNATIVE ACTION(S):

Alternatively, if the recommended action is not approved unanimously, with at least four members present, the unsigned PAN-106 Form, with a certified copy of this agenda item will be returned by the Board Clerk to ISD, in accordance with MD 230.

FISCAL IMPACT:

There is no increase in Net County Cost associated with the recommended action. The IT Specialist position is included in the ISD - IT Services Org 8905 FY 2022-23 Recommended Budget.

DISCUSSION:

Fresno County Charter, Section 43 specifically states that "no person applying for employment by the County and who is related within the third degree, whether by blood or marriage, to a member of the Board of Supervisors or any elected or appointed department head whatsoever, shall be employed by the County, except that the Board of Supervisors may by unanimous vote of all members present, provided there are at least four members present, find that by reason of unusual qualifications of the applicant, or the existence of other unusual circumstances, the best interest of the County would be served by employing such person and accordingly authorize such employment."

In accordance with MD 230, the recommended action is before your Board due to the unusual circumstance that qualified IT Specialist positions are challenging to fill, the applicant is qualified for the position, and has been recommended for hire following the recruitment process. With your Board's approval, the Chairman will be authorized to sign the PAN-106 Form, similar to Attachment A, in accordance with MD 230 and sent by the Board Clerk to ISD for processing.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Attachment A

CAO ANALYST:

Sonia M. De La Rosa