



Board Agenda Item 30

DATE: September 1, 2020

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Resolution Amendment - Chief Operating Officer

RECOMMENDED ACTION(S):

Approve Amendment to the Salary Resolution deleting one vacant Assistant County Administrative Officer and adding one Chief Operating Officer to the Administrative Office Org 0120; and placing the Chief Operating Officer classification in Band B of the Senior Management Compensation Plan, effective September 21, 2020, as reflected on Appendix C.

There is no increase in Net County Cost associated with the recommended action. On August 18, 2020, your Board conducted a second hearing to amend Section 3.08.010 of the Ordinance Code by adding a Chief Operating Officer to the current list of unclassified service classifications which allows this classification to be added to the Salary Resolution as an "at will" position in the County Administrative Office. Approval of the recommended action will add a Chief Operating Officer classification to the Table of Positions for Administrative Office Org 0120, place the classification in Senior Management Compensation Plan Band B; and delete one vacant Assistant County Administrative Officer allocation with no increase to the total number of positions. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board does not approve the recommended actions, the existing structure of the Administrative Office in the Salary Resolution would remain unchanged.

FISCAL IMPACT:

There is no impact to Net County Cost associated with the recommended action. The recommended action will place the Chief Operating Officer classification in Band B (\$123,321 - \$197,717) of the Senior Management Compensation Plan. Staff will return to your Board at a later date to confirm and approve the salary for the Chief Operating Officer.

DISCUSSION:

On August 18, 2020, your Board conducted a second hearing to amend Section 3.08.010 of the County of Fresno Ordinance Code by adding a Chief Operating Officer to the current list of unclassified service classifications. This amendment will become effective September 17, 2020 and allows the Chief Operating Officer classification to be added to the Salary Resolution as an "at will" position in the County Administrative Office.

The Chief Operating Officer classification will report to the County Administrative Officer, is the second-highest ranking executive position in the County, and assists the County Administrative Officer in the

management, direction and coordination of the overall operations of the County. The addition of a Chief Operating Officer allows the County Administrative Officer more time to provide direct service to the Board of Supervisors and to focus on strategic policy making and the development of coordinated strategies to achieve countywide goals.

The recommended action adds a Chief Operating Officer classification to the Table of Positions for Administrative Office Org 0120 and places the classification in Senior Management Compensation Plan Band B, while deleting one vacant Assistant County Administrative Officer allocation with no increase in the total number of positions in the Administrative Office.

REFERENCE MATERIAL:

BAI #29, August 18, 2020

ATTACHMENTS INCLUDED AND/OR ON FILE:

Appendix C

CAO ANALYST:

Yussel Zalapa