RESOLUTION - ACTION REQUESTED 2017-281

MEETING: May 9, 2017

TO: The Board of Supervisors

FROM: Steve Johnson, Human Resources Director - Risk Manager

RE: Appoint Dallin Kimble as County Administrative Officer

RECOMMENDATION AND JUSTIFICATION:
Appoint Mr. Dallin Kimble as the Mariposa County Administrative Officer, at an annual salary of $130,000, effective June 1, 2017.

At the end of last year, former CAO Mary Hodson retired from Mariposa County after over 20 years of local government service.

Subsequently, the Board of Supervisors authorized the Executive Recruitment firm of Ralph Andersen and Associates to recruit to fill the vacant CAO classification, and appointed then Deputy CAO Dallin Kimble as the County’s Interim CAO while the recruitment was underway.

Thirty four candidates from throughout the United States applied for the CAO position, and the Board interviewed the top four candidates, including Mr. Kimble. Based on the results of the Board’s interviews, Mr. Kimble was the Board’s unanimous choice to become the County’s next CAO.

Staff is recommending that Mr. Kimble begin his employment as the County’s CAO at an annual salary of $130,000, and an effective first day of employment in this position on June 1, 2017. The Board will evaluate Mr. Kimble’s performance in May, 2018, and again in May, 2019, and if his performance at those times is acceptable, he will receive an increase in his salary of $10,000 in 2018 (to $140,000) and an additional $10,000 in 2019 (to $150,000.)

Mr. Kimble’s education and experience have helped prepare him for this position. Prior to coming to work for Mariposa County as the Deputy CAO in May, 2016, Mr. Kimble received his Bachelor’s Degree in Economics from Brigham Young University and his Master’s Degree in Public Administration from Arizona State University, which is widely regarded as one of the premier public administration programs in the country.

After graduation, Mr. Kimble worked for the Town of Ashland for several years as a Management Analyst and contributed to a variety of important projects including developing the Town’s first five-year financial plan, leading an ambitious strategic planning process and organizing and conducting the town’s first Citizenship Academy. He also has experience working as an account supervisor for a public utility and as a
customer service lead for General Electric.

The field of local government executive management is not only Mr. Kimble's chosen profession, but it is his passion. His commitment to ongoing professional development and lifelong learning includes attending the University of Virginia's prestigious LEAD program dedicated to local government leadership, active participation in state and national professional organizations and other training that provides a broad spectrum of insights into best local government practices. As a result of his efforts, Mr. Kimble will be recognized by the California State Association of Counties as a Credentialed California County Senior Executive.

Mr. Kimble and his family live in Mariposa and have quickly become part of our community. They are frequent volunteers at one of our local schools and through their church. They are also avid hikers that enjoy the many opportunities in Mariposa to stretch their legs.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
The Board most recently appointed Mr. Kimble as the County's Interim CAO.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
The Board may select a candidate other than Mr. Kimble for the CAO position.

CAO RECOMMENDATION

RESULT: ADOPTED [UNANIMOUS]
MOVER: Merlin Jones, District II Supervisor
SECONDER: Rosemarie Smallcombe, District I Supervisor
AYES: Smallcombe, Jones, Long, Cann, Menetrey