

RECOMMENDED ACTION AND JUSTIFICATION: Approve an amendment to the agreement with Cooperative Personnel Services (CPS)* for executive recruitment services for a Senior Planner in an amount not to exceed \$10,000 and authorize Chair to sign the agreement.

CPS was retained in August 2007 to find qualified Associate and Senior Planner candidates. At the time the agreement was signed, an Associate Planner candidate was hired through the efforts of the Personnel Office. CPS was asked to continue to accept Associate Planner resumes so that an eligibility list for this position could be established (there were seven viable candidates). CPS continued their outreach for the Senior Planner position. After the recruitment closed, there were three applicants but no viable Senior Planner candidates were identified. After consulting with the department, it was determined that another recruitment should be opened for only the Senior Planner position. Staff provided additional outreach criteria to CPS in an effort to reach a larger pool of candidates.

We are now reaching close to the amount of the original agreement with CPS, which is \$21,000. In order to complete the recruitment process for the Senior Planner, an amendment to the agreement in the amount of \$10,000 is needed in order to pay for expenses related to this second recruitment. No additional professional fees are being charged by the firm.

*CPS is a professional human resources recruiting firm.

[Note – the Associate Planner who was hired full-time has since resigned as she accepted a position with another local agency but is working on an extra-help basis with the County. The eligibility list that was established is currently being used to hire a replacement; four candidates are available for interview.]

BACKGROUND AND HISTORY OF BOARD ACTIONS: The Board approved the agreement with CPS in August 2007 in an amount not to exceed \$21,000.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION: Do not approve the agreement with CPS. Recruitment efforts on the part of the Personnel Office will continue but with the same difficulty of attracting qualified candidates.

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|---|---------------------|--|
| Financial Impact? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | Current FY Cost: \$ | Annual Recurring Cost: \$ |
| Budgeted In Current FY? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Partially Funded | | |
| Amount in Budget: \$ 34,175 | | List Attachments, number pages consecutively |
| Additional Funding Needed: \$ 0 | | <u>Agreement</u> |
| Source: | | |
| Internal Transfer _____ | | |
| Unanticipated Revenue _____ | 4/5's vote | |
| Transfer Between Funds _____ | 4/5's vote | |
| Contingency _____ | 4/5's vote | |
| () General () Other _____ | | |

CLERK'S USE ONLY:

Res. No.: 08-91 Ord. No. _____
Vote – Ayes: _____ Noes: _____
Absent: _____

Approved
 Minute Order Attached () No Action Necessary

The foregoing instrument is a correct copy of the original on file in this office.

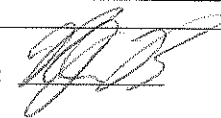
Date: _____
Attest: MARGIE WILLIAMS, Clerk of the Board
County of Mariposa, State of California

By: _____
Deputy

COUNTY ADMINISTRATIVE OFFICER:

Requested Action Recommended
 No Opinion

Comments:

CAO: 



COUNTY of MARIPOSA

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DISTRICT IV
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MARIPOSA COUNTY BOARD OF SUPERVISORS

AMENDED MINUTE ORDER

TO: RICHARD J. BENSON, CAO
FROM: MARGIE WILLIAMS, Clerk of the Board *MW*
SUBJECT: Consider Items Removed from the Consent Agenda

RESOLUTION : 08-91

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA

ADOPTED THIS Order on March 11, 2008

ACTION AND VOTE:

Consider Items Removed from the Consent Agenda

Item 6 - Chair Turpin initiated discussion relative to amending this agreement. Rick Benson advised the expense is within the Planning Department's salary savings for the Senior Planner position due to the position being vacant for a long period of time. Chair Turpin stated he feels this is an economic development issue and we need to find a way to address this. He feels these dollars aren't going to bring in that position. Supervisor Pickard stated that he isn't certain that the salary is an issue and recommended continuing with this personnel agency and see if they come back stating the salary is not competitive. Further discussion was held in regards to considering how long it has taken and the extra work load on the department. (M)Pickard, (S)Bibby, Res. 08-91 was adopted as recommended and clarified/Ayes: Unanimous

CA-6 Approve an Amendment with Cooperative Personnel Services (CPS) for Executive Recruitment Services for a Senior Planner in an Amount Not to Exceed \$10,000 and Authorize the Board of Supervisors Chair to Sign the Amendment (County Administrative Officer/Personnel/Risk Manager); Res. 08-91

Cc: Kris Schenk, Planning Director
File