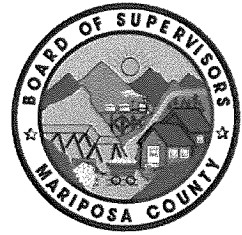


# MARIPOSA COUNTY

Administration/Human Resources · 966-3222



## RESOLUTION - ACTION REQUESTED 2021-452

MEETING: August 3, 2021

TO: The Board of Supervisors

FROM: Dallin Kimble, County Administrative Officer

RE: Appoint Shannon Hansen as Acting Director of Public Works and Transportation

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### RECOMMENDATION AND JUSTIFICATION:

Appoint Shannon Hansen as Interim Director of Public Works and Transportation at a salary of \$12,345.07 per month, effective immediately.

Due to the recent vacancy of the Director of Public Works and Transportation position, and to ensure the continued smooth operation of the Public Works Department, the Board has directed staff to bring forward this item to appoint an interim director. Shannon Hansen has worked for Mariposa County for over 18 years, is currently the Deputy Director of Public Works, and has an excellent rapport with division managers and employees of the department. Ms. Hansen has been serving as acting director of public works and transportation for seven weeks.

Pursuant to the County's agreement with the Mariposa County Managerial and Confidential Organization (MCMCO), out of class pay for serving in the director role would entitle Ms. Hansen to the full monthly salary of the director position, or \$12,345.07 per month for as long as the interim duties are in place.

### BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board has appointed interim directors of departments in the past as necessary. Some examples include the following:

On June 22, 2021, the Board appointed Debra Willis as interim building official.

On September 12, 2017, the Board appointed Steven Dahlem as interim human resources director.

On February 28, 2017, the Board appointed Mike Healy as interim executive director of the local transportation commission. He was previously appointed as interim public works director.

On December 6, 2016, the Board appointed Dallin Kimble as interim county administrative officer.

On August 12, 2014, the Board appointed Doug Wilson (contractor) as interim public works director.

In the last several years, the Board has also contracted for interim directors in human resources and the agricultural commissioner departments.

**ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

Do not approve. Staff will need direction on how to proceed.

The Board could appoint another department head to serve as director of public works and transportation. The Board has often assigned department heads to lead additional departments during vacancy periods. In this situation, the department head is often very reliant on existing staff to maintain day-to-day operations while they keep an eye on budgets, personnel issues and other major decisions.

The Board could ask an adjacent county to provide public works director services. The County has shared department heads with neighboring counties when either jurisdiction has had a vacancy. Directors in neighboring jurisdictions are also reliant on existing staff to maintain operations but also possess greater expertise that can inform major decisions that need to be made.

The Board could contract for public works director services. This has been done in public works in the past and there is a qualified firm that continues to work with the department on various issues.

**RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]**

**MOVER:** Rosemarie Smallcombe, District I Supervisor

**SECONDER:** Tom Sweeney, District II Supervisors

**AYES:** Smallcombe, Sweeney, Long, Forsythe, Menetrey