

Board of Supervisors

J. Merced Corona, District I,
Daurice K. Smith, District II
Kent S. Boes, District III,
Chair
Gary J. Evans, District IV
Vice-Chair
Janice A. Bell, District V



County of Colusa

Wendy G. Tyler, CAO/Clerk to the
Board of Supervisors/Risk Manager
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Special Meeting Minutes Board of Supervisors/Department Head Workshop March 27, 2023

Colusa Industrial Properties
100 Sunrise Blvd.
Colusa, CA 95932

The Board of Supervisors of the County of Colusa, State of California meets for a Special Meeting/Workshop this 27th day of March 2023 at the hour of 9:00 a.m. Present: Supervisors Daurice K. Smith, J. Merced Corona, Gary J. Evans and Kent S. Boes. Absent: Supervisor Janice A. Bell.

Department Heads Present:

Richard Stout, County Counsel's Office.
Wendy G. Tyler, CAO, Clerk of the Board.
Elizabeth Kelly, Health and Human Services
Department.
Dar Rhodes, Human Resources Department.
Greg Plucker, Community Development
Department.
Robert Zunino, Auditor-Controller's Office.
Franz Niederholzer, UC Coop Extension.
Dan Charter, Treasurer-Tax Collector.
Cristy Edwards, Clerk-Recorder.
Mike Azevedo, Public Works Department.
Joe Garofalo, Sheriff's Office.
Arnie Gross, Assessor's Office.
Stacey Costello, Colusa Library.
Anastacia Allen, Ag Commissioner's Office.
Natalie Dillon, Child Support Services.
Michael Rogers, Probation Department.
Brendan Farrell, District Attorney's Office.

Opening Prayer - Pledge of Allegiance

PERIOD OF PUBLIC COMMENT

None.

I. HUMAN RESOURCES

1. Chair Boes makes time for discussion and possible direction regarding recruitment and retention challenges, future staffing of the County of Colusa, and to consider potential service model shifts to create General Fund budget savings.

Ms. Rhodes presents identified recruitment and retention challenges and solutions. **(Handouts on file in the Board Clerk's Office)**

Comments received from Department Heads and the Board of Supervisors pertaining to current recruitment and retention challenges as follows:

- Hiring and retention bonuses
- Remote work
- Promotional opportunities and policies
- Qualifications for applicants
- Leave/benefit parity for new hires
- Hiring local
- The inability for one-size-fits-all policies
- Flex schedules
- Expanding recruitment benefits in job posting
- Younger workforce with different priorities

Chair Boes declares a recess at 10:37 a.m. and reconvenes at 10:51 a.m.

Comments received from Department Heads and the Board of Supervisors pertaining to current recruitment and retention solutions as follows:

- Simplify terminology
- Technology innovation/upgrades
- Look into neighboring county's practices
- Increase the in-lieu of medical benefits as a way to increase compensation.
- Offering step increases
- Signing Bonuses
- Work/life balance
- Local recruitment strategies
- Providing a sense of purpose
- Supporting current staff
- Flexibly staffed positions
- Utilizing social media and branding
- Pursuing nontraditional candidates
- Job fairs and employee referrals
- Speed up the hiring process
- Virtual interviews and communications
- Vacation and sick leave parity
- Using recruiters

Comments received from Department Heads and the Board of Supervisors pertaining to other issues as follows:

- Maintaining level of service to citizens
- Restructuring service model
- Impacts of losing quality staff
- Bonuses and perceived gift of public funds
- Department specific challenges and solutions
- Importance of promotional opportunities rather than retention bonuses

Ms. Tyler ask for direction regarding whether the group would prefer to discuss items in Board meetings or the workshop format.

Chair Boes states he prefers the workshop format, with fewer topics and a narrower focus.

It's the consensus of the group to schedule future workshops on Board of Supervisors meeting days.

Ms. Tyler states the group should meet the afternoon of the first Board meeting of the month and focus on one topic. She further states that Ms. Rhodes will reach out to Department Heads to determine which topic to prioritize.

Chair Boes adjourned the meeting at 12:07 p.m. to reconvene in Regular Session on March 28, 2023 at the hour of 9:00 a.m.

Kent S. Boes, Chair

Attest: Wendy G. Tyler,
Clerk to the Board of Supervisors

BY _____
Melissa Kitts, Deputy Clerk
