

Board of Supervisors

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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

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Special Meeting Minutes Board of Supervisors/Department Head Workshop May 9, 2023

**Board Chambers
546 Jay Street, Suite 108
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, Janice A. Bell, Gary J. Evans and Kent S. Boes.

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.
Cristy Edwards, Clerk-Recorder's Office.
Mike Azevedo, Public Works Department.
Joe Garofalo, Sheriff's Office.
Arnie Gross, Assessor's Office.
Dan Charter, Treasurer-Tax Collector's Office.
Stacey Costello, Colusa Library.
Tony Hobson, Behavioral Health Department.
Anastacia Allen, Ag Commissioner's Office.
Michael Rogers, Probation Department.
Brendan Farrell, District Attorney's Office.

Pledge of Allegiance

PERIOD OF PUBLIC COMMENT

None.

I. HUMAN RESOURCES

Chair Boes makes time for follow-up discussion regarding recruitment and retention challenges, future staffing of the County of Colusa, and consideration of potential service model shifts to create General Fund budget savings.

Ms. Rhodes presents the highest priority items requested by Department Heads since the last meeting as follows:

- Telework policy
- Benefits parity
- Administrative leave policy
- Accelerated salary steps
- Recruitment and retention bonuses

1) Chair Boes makes time to discuss Recruitment and Retention strategies with discussion that includes the following:

- Funding availability for recruitment and retention
- Neighboring County policies
- Funding for continued education/student loan assistance
- Contract length
- Inequity issues
- Limited to departments with funding

It's the consensus of the group to direct Ms. Rhodes to move forward with this item for discussion at Board level.

2) Chair Boes makes time to discuss Accelerated Salary Steps with discussion that includes the following:

- Utilized as a retention strategy for high performers
- Funding availability

It's the consensus of the group to direct Ms. Rhodes to move forward with this item for discussion at Board level.

3) Chair Boes makes time to discuss Benefits Parity with discussion that includes the following:

- Utilized as a recruitment strategy for experienced staff
- Limited to time served in Public Service only
- Consideration of relevant experience
- Application of policy to existing staff

It's the consensus of the group to direct Ms. Rhodes to move forward with this item for discussion at Board level.

4) Chair Boes makes time to discuss an Administrative Leave Policy with discussion that includes the following:

- Use it or lose it policy with/without cash out option
- Part of negotiation process with Employee Associations

Chair Boes declares a recess at 3:33 p.m. and reconvenes at 3:40 p.m.

Ms. Tyler states discussions about Vacation Parity and Administrative Leave will be discussed at a later time.

5) Chair Boes makes time to discuss a Telework Policy with discussion that includes the following:

- Liability issues
- Policies in neighboring Counties
- Assists with Interpersonal issues
- Retention tool vs. recruitment
- Use of personal equipment
- Productivity levels
- A privilege for high performers

It's the consensus of the group to direct Ms. Rhodes to move forward with this item for discussion at Board level.

It's the consensus of the group to schedule the next workshop for August 1, 2023.

Chair Boes adjourned the meeting at 4:17 p.m. to reconvene in Regular Session on May 23, 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
