

H2

# County of Lassen ADMINISTRATIVE SERVICES



**CHRIS GALLAGHER**  
District 1  
**DAVID TEETER**  
District 2  
**JEFF HEMPHILL**  
District 3  
**AARON ALBAUGH**  
District 4  
**TOM HAMMOND**  
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**Richard Egan**  
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March 4, 2020

TO: Board of Supervisors  
Agenda Date: March 17, 2020  
FROM: *RE* *FOR :* Richard Egan, County Administrative Officer  
SUBJECT: Staffing Solid Waste

RECOMMENDATION: Adopt resolution adding and authorizing a 1.0 FTE Deputy Public Works Director for Solid Waste in Fund 585-0241 Solid Waste.

PRIOR BOARD ACTIONS: On August 13, 2019, the Board directed staff to return to the Board with a proposed job description that would add a position in the Solid Waste budget to hire a County employee to provide administrative services to the Authority.

On August 27, 2019, the Board adopted Resolution No. 19-042 adding and authorizing a 1.0 FTE Deputy Public Works Director for Solid Waste. Following the Board's action, an open recruitment was initiated to fill the position; however, the recruitment was unsuccessful.

On December 10, 2019, the Board of Supervisors adopted Resolution No. 19-051 deleting the Deputy position and adding the 1.0 FTE Assistant Public Works Director as an alternative to hiring for the Deputy position. This recruitment has been unsuccessful so it will continue to be open until filled.

DISCUSSION: See attached resolution. The recommended action would add the Deputy position as an allocated position in the budget, pursuant to the County's Personnel Rules & Regulations. Adding the Deputy position to the budget is necessary if the Board would like to recruit for the job concurrently with the vacant Assistant Public Works Director position. Conducting a concurrent recruitment may increase the County's chances of attracting candidates. Only one vacancy will be filled; to be filled at either the Deputy or Assistant Director position but not both.

FISCAL IMPACT: None. The Authority reimburses the County for the County's administrative, professional and operational services provided to the Authority.

OTHER AGENCY INVOLVEMENT: Lassen Regional Solid Waste Management Authority and Mr. Tom Valentino of TGV Solid Waste Inc.

ALTERNATIVES: Provide direction to staff.



Choose Civility

**RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF LASSEN DELETING A 1.0 FTE DEPUTY PUBLIC WORKS DIRECTOR FOR SOLID WASTE AND ADDING AND AUTHORIZING A 1.0 FTE ASSISTANT PUBLIC WORKS DIRECTOR**

WHEREAS, the Lassen Regional Solid Waste Management Authority (Authority) requested that the County consider providing a management level position in Fund 585-241 Solid Waste to help the Authority Board of Directors to manage the Authority's affairs, including providing contract management of the Authorities' independent contractors

WHEREAS, pursuant to Lassen County's Personnel Rules & Regulations, Article IV, Classification Plan, Section 402, Allocation of Positions, any new positions or additions in the number or change in classification from the previous year's budget must be listed and approved by the Board of Supervisors separate from the budget approval process;

WHEREAS, at the Board of Supervisors' August 27, 2019, regular meeting, the Board adopted Resolution No. 19-042, adding and authorizing a Deputy Public Works Director for Solid Waste as an allocated position in Fund 585-0241 Solid Waste to be funded in the Fiscal Year 2019-20 Final Budget to fulfill the Authority's request; and

WHEREAS, recruiting for the Deputy Public Works Director for Solid Waste position was unsuccessful; and

WHEREAS, at the Board of Supervisors December 10, 2019, regular meeting, the Board adopted Resolution No. 19-051 deleting a 1.0 Deputy Public Works Director for Solid Waste and adding and authorizing a 1.0 FTE Assistant Director of Public Works as an alternative to providing staffing services to the Authority; and

WHEREAS, recruiting for the Assistant Public Works Director was unsuccessful; and

WHEREAS, recruiting concurrently for the Assistant Public Works Director and Deputy Public Works Director for Solid Waste would provide a greater opportunity for job seekers, and for the County to fill either position to manage the Authority's affairs.

NOW THEREFORE BE IT RESOLVED by the Board of Supervisors of the County of Lassen that:

1. A 1.0 FTE Deputy Public Works Director for Solid Waste is added as an allocated position in Fund 585-0241 Solid Waste to be funded in Fiscal Year 2019-20 Final Budget.

RESOLUTION NO. \_\_\_\_\_

THE FOREGOING RESOLUTION WAS ADOPTED AT A REGULAR MEETING OF THE BOARD OF SUPERVISORS OF THE COUNTY OF LASSEN, STATE OF CALIFORNIA, HELD ON THE \_\_\_\_\_ DAY OF \_\_\_\_\_, 20\_\_ BY THE FOLLOWING VOTE:

AYES: \_\_\_\_\_

NOES: \_\_\_\_\_

ABSTAIN: \_\_\_\_\_

ABSENT: \_\_\_\_\_

\_\_\_\_\_  
CHAIRMAN OF THE BOARD OF SUPERVISORS  
COUNTY OF LASSEN, STATE OF CALIFORNIA

ATTEST:  
JULIE BUSTAMANTE  
Clerk of the Board

BY: \_\_\_\_\_  
Michele Yderraga, Deputy Clerk of the Board

I, Michele Yderraga, Deputy Clerk of the Board of Supervisors, County of Lassen do hereby certify that the foregoing resolution was adopted by the said Board of Supervisors at a regular meeting thereof held on the \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_.

\_\_\_\_\_  
Deputy Clerk of the County of Lassen  
Board of Supervisors