



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Board of Supervisors



DATE: October 26, 2015
BOARD MEETING DATE: November 3, 2015
SPECIAL NOTICE/HEARING: No
VOTE REQUIRED: Majority

TO: Honorable Board of Supervisors

FROM: Carole Groom, President of the Board of Supervisors

SUBJECT: Amendment to Agreement with John L. Maltbie for Services as County Manager

RECOMMENDATION:

Adopt a resolution authorizing and directing the President of the Board of Supervisors to execute an amendment to the Agreement with John L. Maltbie for services as County Manager extending the term of the Agreement until December 22, 2018.

BACKGROUND:

On December 11, 2012, the Board voted unanimously to appoint John L. Maltbie as County Manager for a four year term beginning December 23, 2012, through December 22, 2016. The Board further approved the execution of an employment agreement, pursuant to which Mr. Maltbie is employed as County Manager through December 22, 2016. In accordance with the Agreement, Mr. Maltbie applied to SamCERA for reinstatement to active service which resulted in a suspension of his pension benefits, such that he is not simultaneously receiving both a salary and a pension.

DISCUSSION:

Since his return to the County in December 2011 as Interim County Manager, as well as his appointment as County Manager in December 2012, the Board has consistently recognized Mr. Maltbie's outstanding work. In light of Mr. Maltbie's exceptional leadership and performance, the Board desires to extend his Agreement beyond the original term of December 22, 2016. Pursuant to the terms of the proposed Amendment, the period of the Agreement will be extended through December 22, 2018. All other terms and conditions as set forth in the December 11, 2012 Agreement between the County and Mr. Maltbie will remain in full force and effect including the requirement that Mr. Maltbie remain in active service which will continue suspend his current pension benefits, such that he will not simultaneously receive both a salary and a pension.

FISCAL IMPACT:

This action will result in an annual general fund salary expenditure of \$345,027 and an annual savings in the County's pension liability resulting from Mr. Maltbie's suspension of his annual pension benefit of \$169,582, which are subject to annual salary adjustments and COLA adjustments respectively.