



County of San Mateo

Inter-Departmental Correspondence

Department: BOARD OF SUPERVISORS
DISTRICT 3
File #: 16-274

Board Meeting Date: 6/27/2017

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors
From: Don Horsley, President of the Board of Supervisors
Subject: Consideration of Agreement with John L. Maltbie for Services as County Manager

RECOMMENDATION:

Adopt a resolution authorizing the President of the Board of Supervisors to execute a new agreement with John L. Maltbie for services as County Manager through December 22, 2018.

BACKGROUND:

John L. Maltbie returned as the Interim County Manager in December 2011, and then in December 2012 Mr. Maltbie returned full time to his former position of County Manager. In appointing Mr. Maltbie to this position, the Board approved the execution of an employment agreement with Mr. Maltbie setting forth certain terms and conditions of his employment. That contract was amended once to extend Mr. Maltbie's term of employment through December 2018.

DISCUSSION:

Since his return to the County in December 2011, the Board has consistently recognized Mr. Maltbie's outstanding and exemplary work. The County's contract with Mr. Maltbie calls for an annual review of his performance and an adjustment of his salary, if appropriate. In light of Mr. Maltbie's exceptional leadership and performance, the Board has determined that an eight percent increase in salary is appropriate. To effectuate the increase the Human Resources Department is bringing forth concurrently with this agreement an amendment to the County's Master Salary Resolution. A new agreement with Mr. Maltbie is recommended at this time in order to clarify the increase in salary and to add a provision pursuant to state law which requires the repayment of certain expenditures if the employee is convicted of a crime involving the abuse of his position.

The agreement contributes to the Shared Vision 2025 outcome of a Collaborative Community by ensuring the County is able to retain and recruit highly skilled and experienced persons for the position of County Manager, enhancing the County's ability to provide exceptional service to the community.

County Counsel has reviewed and approved the resolution as to form.

FISCAL IMPACT:

Appropriations to cover the costs of this agreement will be included in the County Manager/Clerk of the Board's FY 2017-18 Adopted Budget and FY 2018-19 Preliminary Budget. This action will result in an estimated annual increase of \$43,821 and an annual savings in the County's pension liability resulting from Mr. Maltbie's continued suspension of his annual pension benefit of \$166,839, which are subject to annual salary adjustments and COLA adjustments, respectively.