

STAFF REPORT

BOARD MEETING DATE: December 5, 2023

CATEGORY: Regular Calendar {{item.number}}

SUBJECT: Terminate the employment contract with Mr. David J. Rickert and approve a new employment contract, appointing Mr. Rickert as the County Executive Officer/Clerk of the Board of Shasta County through December 31, 2026, which establishes his base salary at the D-step salary range (\$130.541 per hour/\$25,627 per month), and stating related terms and conditions of employment (Sponsored by Supervisor Crye).

DEPARTMENT: Support Services

SUPERVISORIAL DISTRICT #: All

DEPARTMENT CONTACT: Monica Fugitt, Director of Support Services, (530) 225-5515

STAFF REPORT APPROVED BY: Monica Fugitt, Director of Support Services

<u>Vote Required?</u>	<u>General Fund Impact?</u>
Simple Majority Vote	General Fund Impact

RECOMMENDATION

Terminate the employment contract with Mr. David J. Rickert and approve a new employment contract, appointing Mr. Rickert as the County Executive Officer/Clerk of the Board of Shasta County through December 31, 2026, which establishes his base salary at the D-step salary range (\$130.541 per hour/\$25,627 per month), and stating related terms and conditions of employment (Sponsored by Supervisor Crye).

DISCUSSION

David Rickert was appointed to the position of County Executive Officer/Clerk of the Board effective on May 30, 2023, and has since completed six months of employment with Shasta County.

To recognize Mr. Rickert's successful completion of his first six months of employment, and the significant experience and expertise he has demonstrated since his appointment to the position of County Executive Officer, it is recommended that the Board consider termination of his existing agreement and adoption of a new agreement effective December 5, 2023. This agreement would establish a new three-year term beginning December 5, 2023, would provide a five percent (5%) step increase, establishing his compensation at the D-step of the salary range for the position, \$130.541 per hour/\$25,627 per month, and states other terms and conditions of employment.

ALTERNATIVES

The Board may choose not to approve the new agreement, in which case the current contract terms would remain in effect. The Board may provide other direction to staff.

OTHER AGENCY INVOLVEMENT

County Counsel has reviewed the contract and approved as to form. Risk Management has approved the agreement. The Recommendation has been reviewed by the County Administrative Office.

FISCAL IMPACT

The recommendation results in an approximate increase of \$17,928 in salary and benefits. There is general fund impact from the recommendation; however, the Department has sufficient budgeted appropriations to cover the costs associated with this recommendation. Should the clause related to additional severance pay be exercised, there would be additional general fund cost beyond what is, and would be in future years, anticipated in the budget.

ATTACHMENTS:

- 1: Employment Agreement with David J. Rickert Executed May 16, 2023
- 2: New Employment Agreement with David J. Rickert