

## STAFF REPORT

**BOARD MEETING DATE:** December 19, 2023

**CATEGORY:** Regular Calendar {{item.number}}

**SUBJECT:** Approve an amendment to the at-will employment agreement with James Mu, M.D., Health Officer, which modifies the severance package (Sponsored by Supervisor Jones).

**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

<b><u>Vote Required?</u></b>	<b><u>General Fund Impact?</u></b>
Simple Majority Vote	No General Fund Impact

### **RECOMMENDATION**

Approve an amendment to the at-will employment agreement with James Mu, M.D., Health Officer, which modifies the severance package (Sponsored by Supervisor Jones).

### **DISCUSSION**

James Mu, M.D., (Dr. Mu) was appointed by the Board of Supervisors to the position of Health Officer effective on October 23, 2023, in accordance with Shasta County Code section 2.28.070 as well as sections 101000, 101005, and 101010 of the California Health and Safety Code.

Dr. Mu is a local physician who has operated a private practice in Shasta County for approximately 30 years, and accepted the role of Health Officer in October 2023, knowing that in doing so, he would eventually have to close or transition his practice to another medical provider. To recognize the significant commitment that has been made by Dr. Mu in assuming the duties of Health Officer, the proposed amendment modifies the severance package being afforded to Dr. Mu in the event he is terminated without cause by the County.

This amendment will modify the severance pay from 9 months to 18 months.

### **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**

The amendment has been prepared by Support Services-Personnel. The agreement has been approved as to form by County Counsel. The County Administrative Office has reviewed the recommendation.

### **FISCAL IMPACT**

This amendment to the agreement results in No General Fund Impact. Should the clause related to additional severance pay be exercised, there would be additional cost, in an amount equivalent to 18 months' salary, beyond what would be anticipated in the Health and Human Services Agency - Public Health budget, which may require processing of a Budget Amendment.

### **ATTACHMENTS:**

1: First Amendment to Employment Agreement with James Mu, M.D.