

**COUNTY OF SONOMA
AGENDA ITEM
SUMMARY REPORT**

Clerk of the Board Use Only
Meeting Date **Held Until**
 / / / /
Agenda Item No: **Agenda Item No:**

Department: Agricultural Commissioner

() **4/5 Vote Required**

Contact: Cathy V. Neville

Phone:
(707)565-2371

Board Date:
4/7/09

Deadline for Board Action:

AGENDA SHORT TITLE:

Amendment to extra-help employment agreement for Animal Care and Control Director

REQUESTED BOARD ACTION:

Authorize the Chair of the Board of Supervisors to sign an amended agreement, with modifications approved by County Counsel, with Mr. Gary Templin in an amount not to exceed \$189,600 to continue to perform Animal Care and Control Director duties for the Sonoma County Animal Care and Control Division.

CURRENT FISCAL YEAR FINANCIAL IMPACT

EXPENDITURES

Estimated Cost \$ 37,440.00

Amount Budgeted \$ 37,440.00

Other Avail Approp. \$
(Explain below)

Additional Requested: \$

ADD'L FUNDS REQUIRING BOARD

Contingencies \$
(Fund Name:)

Unanticipated Revenue \$
(Source:)

Other Transfer(s) \$
(Source:)

Add'l Funds Requested: \$

Explanation (if required): Expenditure increase for remainder of FY 08-09.

Prior Board Action(s): July 22, 2008, authorized extra-help agreement with Mr. Gary Templin for up to \$96,000.00 and terminating on or before June 30, 2009.

Alternatives - Results of Non-Approval: The Animal Care and Control Division would not have the services of a director to administer and manage the Division programs and staff nor continue improvements under the Citygate review and recommendations. Without a Director, additional resources from the Agricultural Commissioner's Office would be redirected toward the Division thereby reducing the resources available to other areas of the department. It is estimated that a new Director will be hired by fall of 2009.

Background:

Currently under an extra-help agreement with Mr. Gary Templin, approved by the Board on July 22, 2008, Mr. Templin is providing interim Animal Care and Control Director services to the Animal Care and Control Division. The Current agreement provides for a rate of payment of \$85.00 per hour, and a total expenditure of \$96,000.00 or termination of services on June 30, 2009. This amended agreement increases the extra-help agreement by \$93,600.00 to a maximum total of \$189,600.00 and extends the expiration to November 3, 2009. Appropriations for this agreement will come from the Animal Care and Control budget.

The Director is the only management position within the division, and reports directly to the Agricultural Commissioner/Sealer. The Director is responsible for managing and administering the division programs and staff. In addition, the Director is responsible for implementation of the remaining recommendations from the Citygate review. Under the extra-help agreement Mr. Templin has been providing Director services for the division since August 4, 2008, and that we are very happy with his work. Mr. Templin's experience and past performance of 19 years as the Executive Director of the East Bay Society for the Prevention of Cruelty to Animals has benefited the division. He has managed the implementation of the new shelter management software (Chameleon) to the point of having FY 07-08 and the first six months of FY 08-09 data audited and complete. He has worked with purchasing to order new cat cages with appropriation approved by the Board. He has overseen the development of policies and procedures for many of the shelter functions. He is involved in the ongoing process of building teamwork and morale among staff. Currently he is working with the County Architects Office on the facility needs assessment of the shelter recommended in the Citygate report. He is working with local community groups updating disaster preparedness that relates to animals. He is in the process of completing the remaining recommendations from the Citygate report which also includes reviewing and possible reorganization to maximize staff resources.

With the appointment of Cathy V. Neville as the Agricultural Commissioner/Sealer on December 31, 2008, the Agricultural Commissioner/Sealer is working with Human Resources to upgrade the job classification for the Animal Care and Control Director to better reflect a need to place more emphasis on core administrative, fiscal and budget, management, interpersonal, customer service, and supervisory skills needed to provide the desired leadership qualities to institute transparency, change and accountability. It is estimated that the timeline for hiring a new Director will be this fall. As a result, the services of Mr. Templin have been extended to this time. All other terms and conditions of this agreement will remain unchanged.

Requested Board Action: Authorize the Chair of the Board of Supervisors to sign an amended agreement, with modifications approved by County Counsel, with Mr. Gary Templin in an amount not to exceed \$189,600 to continue to perform Animal Care and Control Director duties for the Sonoma County Animal Care and Control Division.

Attachments:

On File With Clerk: Amended Agreement for Services

CLERK OF THE BOARD USE ONLY

Board Action (If other than "Requested")

Vote: