

**BEFORE THE BOARD OF SUPERVISORS
COUNTY OF TULARE, STATE OF CALIFORNIA**

IN THE MATTER OF APPROVE A SALARY)
INCREASE FOR THE POSITION OF) Resolution No. 2018-0659
WORKFORCE INVESTMENT BOARD)
EXECUTIVE DIRECTOR)

UPON MOTION OF SUPERVISOR ENNIS, SECONDED BY SUPERVISOR SHUKLIAN, THE FOLLOWING WAS ADOPTED BY THE BOARD OF SUPERVISORS, AT AN OFFICIAL MEETING HELD JULY 31, 2018, BY THE FOLLOWING VOTE:

AYES: SUPERVISORS CROCKER, VANDER POEL, SHUKLIAN, WORTHLEY,
AND ENNIS
NOES: NONE
ABSTAIN: NONE
ABSENT: NONE



ATTEST: MICHAEL C. SPATA
COUNTY ADMINISTRATIVE OFFICER/
CLERK, BOARD OF SUPERVISORS

BY: Mary Ravello
Deputy Clerk

Approved a salary increase for the position of Workforce Investment Board Executive Director in Bargaining Unit 10, effective August 5, 2018, in the amount of \$23,292 from a total annual salary of \$121,708 to \$145,000 and the same standard benefits provided to Bargaining Unit 10 employees.



**County Administrative
Office
COUNTY OF TULARE
AGENDA ITEM**

BOARD OF SUPERVISORS

KUYLER CROCKER
District One

PETE VANDER POEL
District Two

AMY SHUKLIAN
District Three

J. STEVEN WORTHLEY
District Four

MIKE ENNIS
District Five

AGENDA DATE: July 31, 2018

Public Hearing Required	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Scheduled Public Hearing w/Clerk	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Published Notice Required	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Advertised Published Notice	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
County Counsel Sign-Off	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Meet & Confer Required	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Electronic file(s) has been sent	Yes	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Budget Transfer (Aud 308) attached	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Personnel Resolution attached	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Agreements are attached and signature line for Chairman is marked with tab(s)/flag(s)	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>

CONTACT PERSON: Melinda Benton PHONE: (559) 636-5005

SUBJECT: Approve a Salary Increase for the Position of Workforce Investment Board Executive Director.

REQUEST(S):
That the Board of Supervisors:

Approve a salary increase for the position of Workforce Investment Board Executive Director in Bargaining Unit 10, effective August 5, 2018, in the amount of \$23,292 from a total annual salary of \$121,708 to \$145,000 and the same standard benefits provided to Bargaining Unit 10 employees.

SUMMARY:
Officers of the Tulare County Workforce Investment Board (WIB) met on June 7, 2018 to conduct an evaluation of TCWIB Executive Director, Adam Peck. The recommended salary increase was approved by the TCWIB to adjust Adam Peck's annual base salary to \$145,000. See attached correspondence from Tulare County WIB.

In compliance with Gov. Code § 54953(c)(3), the Board or its designee will orally announce the recommended final action on the salary, salary schedule, or compensation to be paid in the form of fringe benefits to the Tulare County WIB Executive Director, a local agency executive, prior to taking final action.

FISCAL IMPACT/FINANCING:
Funding for this position has been included in the FY 2018-19 Requested Budget. No Net County Cost to the General Fund.

SUBJECT: Approve a Salary Increase for the Position of Workforce Investment Board Executive Director.

DATE: July 31, 2018

LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

Organizational Performance: Provide a qualified, productive and competitively compensation County workforce and to provide for the stability of County operations through periods of economic fluctuations, changing priorities, and service demands.

ADMINISTRATIVE SIGN-OFF:




Michael C. Spata
County Administrative Officer

Cc: Auditor-Controller
County Counsel
County Administrative Office (2)
Human Resources Director

Attachment(s) TCWIB correspondence.

Date: July 10, 2018

To: Supervisor Shuklian

From: Kerry Hydash, Chairperson 

RE: Tulare County Workforce Investment Board Executive Director Performance Review

The Officers of the Tulare County Workforce Investment Board (TCWIB) met on June 7, 2018 to conduct an evaluation of TCWIB Executive Director, Adam Peck. The Officers unanimously gave Mr. Peck an outstanding evaluation, noting there were no issues of concern and only exemplary comments.

Mr. Peck is focused, positive, and manages all internal and external matters in an excellent manner. He has become a leader in the community, while maintaining strong leadership with his team. As such, the TCWIB has an array of recent accomplishments. For example, under Mr. Peck's leadership, the TCWIB has:

- Implemented the different aspects of the Workforce Investment and Opportunity Act. They quickly and efficiently integrated the requirements of the new law, while continuing to serve the needs of businesses and workers in Tulare County and without disrupting programs and services that local businesses and individuals depend on.
- Demonstrated that they are a leader in sector strategy work.
- Implemented UpSkill Tulare County, which is an investment in the skills of workers through scholarships and training programs delivered directly to front-line supervisors.
- Served as a critical partner in the work-based-learning initiative INNOVATE Tulare County, and
- Expanded subsidized employment.

Mr. Peck has also represented the TCWIB through his appointment to the Workforce Innovation and Opportunity Act Implementation Workgroup and as Chairman of the California Workforce Association – demonstrating that he is an industry leader. On behalf of the TCWIB Officers, I would like to Thank Mr. Peck for his outstanding leadership with his team, locally, and regionally.

In addition to reviewing Mr. Peck's performance, the Officers reviewed Mr. Peck's compensation and salary adjustment history. It is our belief that salary data from geographically similar areas for WIBs with similar formula allocations support a higher level of pay for Mr. Peck. It is our recommendation that his salary be evaluated and adjusted to more closely align with such data. Based on our review, we recommend adjusting Mr. Peck's annual base salary to \$145,000.