

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS  
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Administrative Office	(2) MEETING DATE 1/26/2016	(3) CONTACT/PHONE Dan Buckshi, 781-5011	
(4) SUBJECT Request to approve an employment agreement with Will Clemens as the Director of Central Services. All Districts.			
(5) RECOMMENDED ACTION It is recommended that the Board approve the attached Employment Agreement with Will Clemens to serve as the County's Director of Central Services.			
(6) FUNDING SOURCE(S) FC 116 - Central Services	(7) CURRENT YEAR FINANCIAL IMPACT \$93,697	(8) ANNUAL FINANCIAL IMPACT \$208,411	(9) BUDGETED? Yes
(10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. ___) <input type="checkbox"/> Board Business (Time Est. ___)			
(11) EXECUTED DOCUMENTS <input type="checkbox"/> Resolutions <input checked="" type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input type="checkbox"/> N/A			
(12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) N/A		(13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: <input type="checkbox"/> 4/5 Vote Required <input checked="" type="checkbox"/> N/A	
(14) LOCATION MAP N/A	(15) BUSINESS IMPACT STATEMENT? No	(16) AGENDA ITEM HISTORY <input checked="" type="checkbox"/> N/A Date: _____	
(17) ADMINISTRATIVE OFFICE REVIEW The Administrative Office prepared this item.			
(18) SUPERVISOR DISTRICT(S) All Districts.			

# County of San Luis Obispo



TO: Board of Supervisors

FROM: Administrative Office / Dan Buckshi, 781-5011

DATE: 1/26/2016

SUBJECT: Request to approve an employment agreement with Will Clemens as the Director of Central Services. All Districts.

## **RECOMMENDATION**

It is recommended that the Board approve the attached Employment Agreement with Will Clemens to serve as the County's Director of Central Services.

## **DISCUSSION**

In December 2015 the County initiated a recruitment process for the Director of Central Services. The recruitment and selection process involved an extensive review of the top candidates, including panel interviews and candidate presentations to stakeholders and Central Services staff.

Mr. Clemens has extensive experience in financial and organizational management, including fourteen years working in the County Public Works Department. He is currently Vice President of the San Luis Obispo County Pension Trust Board, and Commissioner for the California Uniform Construction Cost Accounting Commission. Among his most recent accomplishments, he managed the five-year-long process of achieving accreditation from the American Public Works Association for the County Public Works Department, a designation of which the County was only the 96<sup>th</sup> agency in the nation, and the 4<sup>th</sup> county in California, to receive. He earned his bachelor degree in business and finance from Cal Poly. Pending Board approval of the attached contract, Mr. Clemens will begin his role as the Director of Central Services effective February 1, 2016.

## **OTHER AGENCY INVOLVEMENT/IMPACT**

County Counsel has reviewed and approved the agreement as to legal form and effect. The Human Resources Department managed the recruitment process. Representatives from various County departments and stakeholders participated in the recruitment and selection process.

## **FINANCIAL CONSIDERATIONS**

Mr. Clemens will start at the fifth step of the salary range which equates to \$10,727 per month (\$128,724 per year). Mr. Clemens will receive the standard benefit package for appointed department heads. The total annual compensation, including salary and benefits, will be approximately \$203,011. Sufficient funds exist in the FC 116 – Central Services budget to cover these expenses.

## **RESULTS**

The appointment of Will Clemens to the position of Director of Central Services fills an important vacancy with a highly qualified individual.

## **ATTACHMENTS**

1. Will Clemens Employment Contract