

Minutes For December 16, 2003

The Solano County Board of Supervisors met in recessed session on this day at 9:11 a.m. The meeting was called to order by Chairman Kromm followed by the Pledge of Allegiance and a moment of silence. All members were present.

CLOSED SESSION: The Board moved into Closed Session at 9:14 a.m. to discuss Public Employee Performance Evaluation - County Administrator and County Counsel; Meet and Confer: Unrepresented Employee - County Administrator - Employment Agreement with Board of Supervisors, Agency Negotiator. The Board moved out of Closed Session at 11:30 a.m.

(Item 7) PERFORMANCE EVALUATION AND MANAGEMENT INCENTIVE FOR COUNTY COUNSEL, APPROVED

RESOLUTION NO. 2003-267 APPROVING MODIFICATION TO EMPLOYMENT AGREEMENT WITH COUNTY ADMINISTRATOR, ADOPTED

County Counsel

Chairman Kromm noted the extensive process of evaluation for County Counsel Dennis Bunting and County Administrator Michael D. Johnson.

Supervisor Kondylis feels Mr. Bunting has done a good job, but voiced concern regarding the Management Incentive Program (MIP), with longevity pay, with some of the other benefits, and feels the compensation is out of line.

On motion of Supervisor Forney and seconded by Supervisor Vasquez, the Board acted to approve the performance evaluation and approving a 12.5% Management Incentive Program (MIP) for County Counsel Dennis Bunting. So ordered by a vote of 4-1, Supervisor Kondylis voted no.

County Administrator

Supervisor Silva commended Mr. Johnson for a fine job, commented on the challenges in 2003 and the anticipated challenges for 2004 in light of the State budget situation, and the long evaluation process.

Supervisor Vasquez noted the Board feels Mr. Johnson has done a good job and expectations for 2004.

Supervisor Kondylis applied the same comments to Mr. Johnson as stated for Mr. Bunting.

Supervisor Forney commended Mr. Johnson for the public work and networking in the community that he does.

Chairman Kromm noted strong evaluations for County Counsel and the County Administrator, voiced concern with the rate of pay increases for Mr. Johnson, and noted Mr. Johnson will be receiving a 15% MIP.

On motion of Supervisor Silva and seconded by Supervisor Vasquez, the Board acted to adopt Resolution No. 2003-267 modifying the employment agreement with Michael D. Johnson and to approve a 15% MIP. So ordered by a vote of 3-2, Supervisor Kondylis and Chairman Kromm voted no.

ADJOURN - This meeting of the Board of Supervisors adjourned at 11:47 a.m.

Duane Kromm, Chairman

Maggie Jimenez
Clerk to t