

TO: Regional Transportation Commission
FROM: Pat Dellin, Acting Executive Director
REGARDING: Recruitment of the Permanent Executive Director

RECOMMENDATIONS

The Budget and Administration/Personnel Committee recommends that the RTC postpone consideration of the recruitment for the permanent Executive Director of the SCCRTC until January 2006.

BACKGROUND

At your November 2004 meeting, the Commission appointed Pat Dellin as the interim Executive Director. The Commission also approved the Budget and Administration/Personnel Committee's recommendation to request that the County add the SCCRTC Executive Director position to the list of County of Santa Cruz management employees exempted from Civil Service. The County's Civil Service Commission and the County Board of Supervisors of Santa Cruz took that action earlier this calendar year. The Commission also designated the Budget and Administration/Personnel Committee to oversee the recruitment process, with the final decision to be made by the full RTC.

DISCUSSION

The Budget and Administration/Personnel Committee has discussed the recruitment of a permanent Executive Director at each of its meetings since the November Commission actions. The Budget and Administration/Personnel Committee has consulted with the County Administrative Officer (CAO), who is the appointing authority in accordance with the Memorandum of Understanding (MOU) for the County to provide personnel and other administrative services to the Commission. The CAO and the County Personnel Director presented options for the recruitment to the Budget and Administration/Personnel Committee, including the option to use the services of a recruitment firm.

The Budget and Administration/Personnel Committee decided at its May meeting to recommend to the RTC that the recruitment for the permanent Executive Director be postponed. As reasons, Commissioners cited the need to focus staff leadership on the Commission's major projects, two of which will be completed in the next year: the rail line acquisition project and the RTC autonomy project.

The Budget and Administration/Personnel Committee therefore recommends that the RTC postpone the recruitment for the permanent SCCRTC Executive Director until January 2006. The Budget and Administration/Personnel Committee acknowledges that the committee or the Commission could change its mind about the timing at a later date.

SUMMARY

Due to considerations of workload and continuity, the Budget and Administration/Personnel Committee recommends postpone of recruitment of the permanent SCCRTC Executive Director.