

Agenda: March 2, 2006

To: Regional Transportation Commission
From: Pat Dellin, Acting Executive Director
RE: Employment Agreement for the New SCCRTC Executive Director

RECOMMENDATIONS:

The Ad Hoc Committee on Compensation for the Executive Director recommends that the Regional Transportation Commission:

1. Approve the attached employment agreement (Attachment 1) to hire George Dondero II as the new SCCRTC Executive Director to start in April, 2006 and authorize the RTC Chair to sign the agreement on behalf of the RTC;
 2. Request that the County Administrative Officer, as the hiring authority for this position, sign the employment agreement on behalf of the County;
 3. Request that the County Board of Supervisors take the actions necessary to implement the agreement; and
 4. Disband the Ad Hoc Committee.
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DISCUSSION

The Santa Cruz County Regional Transportation Commission designated the Budget and Administration/Personnel Committee to work with CPS Executive Search, the County Administrative Officer and County Personnel on the recruitment of the RTC Executive Director. Last month, the RTC conducted interviews of finalists for the position and formed an Ad Hoc Committee on Compensation for the Executive Director to advise the RTC and the CAO on compensation issues.

The recommendations of the Ad Hoc Committee are embodied in the attached recommended employment agreement with the RTC's selected candidate, George Dondero II. Mr Dondero has eight years' experience as the Executive Director of the Calaveras Council of Governments, an organization similar to the SCCRTC, and he holds Masters degrees in City Planning and Transportation Engineering from UC Berkeley.

This employment agreement is a three-way agreement between the candidate, the County and the SCCRTC. The agreement was set up to be in effect both before the RTC becomes autonomous from the County Personnel system, and after autonomy.

The Ad Hoc Committee recommends that the CAO, who is the hiring authority for the RTC Executive Director position, sign the agreement and the Board of Supervisors take

the necessary actions to implement the agreement. For example, the CAO is planning to recommend that the Board of Supervisors revise Exhibit C regarding the termination procedure in order to match the severance provision in the agreement.

Mr. Dondero will start his new position in early April. The current Executive Director and the new Executive Director will be working on transition over the course of March and early April.

SUMMARY

The attached employment agreement and recommendations implement the hire of George Dondero II as the RTC's new Executive Director.

Attachment 1: Employment Agreement

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