



BOARD MEETING AGENDA SUBMITTAL

TO: GCSO Board of Directors

FROM: Peter Kampa, General Manager

DATE: August 10, 2021

SUBJECT: Agenda Item 4D: Appointment of Ad Hoc Committee for Review of CPSHR Proposal Related to Organizational Evaluation, Job Description Updates, and other Related Items

RECOMMENDED ACTION:

Approve the appointment of President Janice Kwiatkowski and Vice President Nancy Mora to an Ad Hoc Committee for Review of CPS HR Proposal Related to Organizational Evaluation, Job Description Updates, and other Related Items

BACKGROUND:

For the past 18 months, District management has been crafting a scope of work to be performed by a professional consulting firm to evaluate the GCSO organization from top to bottom from a personnel attraction, retention, development, advancement and overall performance enhancing and morale building possibilities, especially in today's employment and housing markets. For the last 20 years, GCSO has had much difficulty in attracting and retaining fully qualified talent, and solid employees that we did attract and develop moved on for much higher salaries with other public agencies.

The Board set its primary management objective as the establishment of an employment environment that allows GCSO to optimize its staff to maximize efficiency, productivity and provide excellent services in the long term. Management has been working closely with CPS HR, a firm that specializes in special district human resources matters. A very comprehensive scope of work for CPS has been developed, and they have developed a proposal that on completion and implementation, will provide the structure and process for the employment future of GCSO. At this board meeting, management wishes to work with a committee of the Board to review the CPS proposal for a better understanding of the work proposed, and to ultimately provide a recommendation to the Board regarding contacting with CPS.

Board President Kwiatkowski has recommended the appointment of herself and Vice President Mora to the committee, and this Board action will recognize this committee for the purpose of the per meeting remuneration. The committee will terminate when the Board takes action on a consulting contract.

ATTACHMENTS: