

**MEMORANDUM**  
OFFICE OF THE  
**BOARD OF SUPERVISORS**  
COUNTY OF PLACER

**TO:** Honorable Board of Supervisors

**FROM:** Mike Boyle, Assistant County Executive Officer  
By: Teri Sayad-Ivaldi, Sr. Administrative Aide

**DATE:** January 13, 2008

**SUBJECT:** Approve 6-month District Aide Employment Agreement with Robert Haswell for general administrative and technical assistance to the District 5 Supervisor at a salary of \$31,252.00 plus benefits.

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**ACTION REQUESTED**

Approve 6-month District Aide Employment Agreement with Robert Haswell for general administrative and technical assistance to the District 5 Supervisor at a salary of \$31,252.00 plus benefits, starting January 13, 2009.

**BACKGROUND**

District Aides perform a variety of administrative services and program assignments in support of the District Supervisor and the Assistant County Executive Officer. The nature, diversity, and scope of responsibilities originating from an elected member of the Board of Supervisors require knowledge of community interests and governmental functions, and the frequent use of discretion, initiative and independent judgment. Incumbents function in a staff capacity and provide direct support and assistance through research, interpretive, advisory, and facilitating services specifically to the District Supervisor.

**FISCAL IMPACT**

Funding is allocated within the Board of Supervisors' budget to fund this employment agreement at a base annual salary of \$31,252.00 plus benefits.

DESCRIPTION:  
EMPLOYMENT AGREEMENT  
BOARD OF SUPERVISORS DISTRICT AIDE,  
DISTRICT 5

CONTRACT NO: \_\_\_\_\_  
BEGINS: January 13, 2009  
ENDS: June 30, 2009  
ADMINISTERING AGENCY: BOS

**EMPLOYMENT AGREEMENT**  
**Board of Supervisors District Aide**

THIS AGREEMENT is between the County of Placer and Robert Haswell ("Employee") and is dated January 13, 2009.

**RECITALS**

- A. The position of Board of Supervisors' District Aide is a unique position in Placer County employment in that the employee filling the position is selected and supervised by the individual member of the Board of Supervisors for whom the employee is hired to assist. Should the particular Supervisor leave office, his/her District Aide is separated from employment. District Aides are also subject to the supervision and control of the Board of Supervisor's Office generally.
- B. Supervisor Jennifer Montgomery, and the County Executive Officer for the County of Placer are, jointly and individually, the appointing authority as defined under the Placer County Code, primarily Chapter 3 (hereinafter "Appointing Authority"). The Appointing Authority and Employee desire to agree in writing to the terms and conditions of this appointment as District Aide.
- C. At the request of Supervisor Jennifer Montgomery, Placer County desires to employ Employee in the position of District Aide for the District 5 Supervisor, in the Placer County Board of Supervisors' Office. Employee desires to serve as District Aide for the District 5 Supervisor of the Board of Supervisors' Office for the County of Placer beginning January 13, 2009.

**AGREEMENT**

**1. APPOINTMENT.**

Contingent upon successful completion of a pre-employment medical evaluation including drug screening, Placer County hereby agrees to employ Employee as a District Aide for the District 5 Supervisor in the Board of Supervisors' Office of Placer County, an appointment in the unclassified service.

**2. DUTIES.**

A. To perform the functions and duties as generally set out in the County's Job Specifications for this position, attached Exhibit A, and to perform other legally permissible and proper duties and functions as the Appointing Authority may from time to time assign. Duties specifically include the following: Attend meetings, including constituent and evening meetings, monitor action items, and prepare reports of same. Handle all aspects of constituent inquiries. Initiate

contact, on behalf of Board member, with County departments, other public agencies, and community organizations and resources. Research and prepare topic briefs and speeches.

B. Employee shall devote such time as is reasonably necessary to perform assigned duties. The position is considered full-time (minimum of 40 hours weekly). Regularly scheduled office hours (8:00 a.m. - 5:00 p.m., Monday through Friday) are required to adequately provide services to the public.

C. Employee shall comply with all general rules and regulations established by Placer County, including but not limited to the following: Provisions of the Placer County Code that are applicable to County employees generally and to Confidential employees specifically. The Placer County Administrative Rules. Placer County adopted employee policies including the Reasonable Accommodation policy, Voicemail E-mail Internet & Computer Use policy, Workplace Discrimination Harassment & Retaliation policy, and the Workplace Violence policy.

D. Employee shall cooperate in any and all investigations being undertaken by or on behalf of the County. Employee shall cooperate with the County's attorney or risk manager with respect to any and all litigation or potential litigation in which the County has an interest, or other litigation or legal process in which the County has an obligation or interest in complying.

E. Employee shall work under the direct supervision of the District 5 Supervisor, and concurrently under the direct supervision of the person or persons as assigned by the County Executive Officer or his/her designee.

F. Employee shall not engage in any activity, which is or may become a conflict of interest, prohibited contract, or which may create an incompatibility of office as defined under California law. Prior to performing any services under this Agreement and annually thereafter, the Employee must complete all disclosure forms that are required by law, including but not limited to disclosures under the County's Conflict of Interest Code.

G. Employee shall perform these duties to the best of his or her ability in accordance with the highest professional and ethical standards.

### 3. TERM.

A. Unless terminated by either party in accordance with the provisions set forth herein, this Agreement is renewable on a six-month basis upon mutual accord of both parties. The outside term of this Agreement shall begin from the date of appointment of Employee and run concurrently with Supervisor Jennifer Montgomery's term or remaining term of office.

B. Employee agrees to remain in the exclusive employ of Placer County during the term of this Agreement and agrees that Employee will not take any other position, paid or otherwise, which may to any degree conflict or appear to conflict with the duties inherent in the position of District Aide.

### 4. RESIGNATION AND TERMINATION.

A. Employee may resign at any time and agrees to give Placer County (2) weeks advance written notice of the effective date of resignation.

B. Placer County may terminate Employee without cause upon (2) weeks advance written notice of the effective date of termination. At County's option, County may elect for Employee to not work the (2) weeks, but shall pay Employee's regular salary and benefits for that time period.

C. The parties recognize and affirm that: 1) Employee is an "at will" employee whose employment may be terminated by Placer County without cause, and 2) there is no express or implied promise made to Employee for any form of continued employment. This Agreement is the sole and exclusive basis for an employment relationship between Employee and Placer County.

D. Appointing Authority may terminate Employee for cause immediately upon written notice due to acts of moral turpitude, conflict of interest, or incompatibility of office.

5. SALARY.

Placer County agrees to pay Employee at salary schedule Grade 413 starting at Step (1), and equivalent to a six-month salary of up to \$31,252. Said salary shall be payable in installments at the same time as other employees of Placer County are paid and subject to customary withholding. Employee shall be subject to an evaluation of performance on the six-month anniversary date from the date of appointment, and annually thereafter. Placer County may increase Employee's compensation as provided under Placer County Code Section 3.04.650. In addition, Employee shall receive cost of living adjustments as provided to other County employees.

6. BENEFITS.

Placer County shall also provide the Employee the same benefits at the same benefit levels as provided to Confidential employees and as they may be amended from time to time. This includes, but is not limited to, benefits related to vacation leave, sick leave, health insurance, dental insurance, vision insurance, general liability coverage, worker's compensation coverage, expense reimbursement, retirement through the California Public Employee's Retirement System, and certain related benefits available to Employee's dependants. Employee shall receive the same paid holidays as other County employees employed within the Board Office. All actions taken by Placer County relating to benefits for Confidential employees shall be considered actions granting the same benefits to Employee.

7. OTHER TERMS AND CONDITIONS OF EMPLOYMENT.

The Appointing Authority shall fix any other terms and conditions of employment, as may be determined from time to time, relating to the performance of Employee, provided that such terms and conditions are not inconsistent with provisions of this Agreement, or federal, state, or local law.

8. NOTICES.

Any notices required by this Agreement shall be in writing and either given in person or by first class mail with the postage prepaid and addressed as follows:

To: The Placer County Executive Officer  
Placer County Administrative Offices  
175 Fulweiler Avenue  
Auburn, California 95603

To: Robert Haswell

9. ENTIRE AGREEMENT.

This Agreement is the final expression of the complete agreement of the parties with respect to the matters specified herein and supersedes all prior oral or written understandings. Except as prescribed herein, this Agreement cannot be modified except by written mutual agreement by the parties.

10. ASSIGNMENT.

This Agreement is not assignable by either Placer County or Employee. Any agreement by either party to assign this Employment Agreement shall be void.

11. SEVERABILITY.

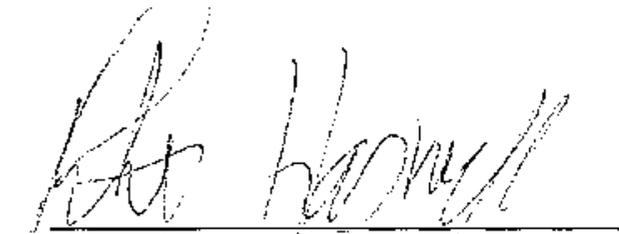
In the event that any provision of this Agreement is finally held or determined to be illegal or void by a court having jurisdiction over the parties, the remainder of the Agreement shall remain in full force and effect unless the parts are found to be void are wholly inseparable from the remaining portion of the Agreement.

12. COUNTERPARTS.

This Agreement may be executed in three counterparts, which shall be identified by number, and each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

The parties have entered into this agreement as of the date first above written.

Date 12-29-08

  
\_\_\_\_\_  
Robert Haswell,  
Employee

Date \_\_\_\_\_

\_\_\_\_\_  
Thomas M. Miller,  
Placer County Executive Officer

Date \_\_\_\_\_

\_\_\_\_\_  
Nancy Nittler,  
Placer County Personnel Director

APPROVED AS TO FORM:

Date \_\_\_\_\_

\_\_\_\_\_  
Anthony J. La Bouff,  
Placer County Counsel

**Exhibit A**  
**Scope of Work**

Attend Municipal Advisory Councils (MAC) meetings and provide administrative support including follow-up to track and monitor action items.

Attend meetings; including evening meetings; take notes and prepare reports regarding proceedings and outcome.

Prepare reports brief Board member on pertinent issues, follow-up, changes and public sentiment.

Review, prioritize and route correspondence and other inquiries for appropriate response and/or action by Board Member, County departments and other agencies or organizations.

Research, analyze and prepare technical, administrative, and operations briefs, speeches, opinions, abstracts and other documents

Meet with constituents; brief Board member and seek appropriate solutions.

Monitor status of constituent inquiries, pending board items, projects, conferences and meetings; and follow-up and review status with responsible department, individual, organization, or agency.

Coordinate Board of Supervisors agenda items and background materials for Board-initiated agenda items; and follow-up with affected County departments to assure agenda calendaring for response.

Prepare reports and respond to correspondence and questionnaires; gather, maintain and compile data from a variety of sources, including County departments and other public agencies; and assist in or conduct special studies and projects.

Provide follow-up contact in writing or by telephone on behalf of Board member; and coordinate with other agencies, groups and individuals regarding activities of the Board Member.

Provide accurate and appropriately detailed information in response to inquiries from the individual members of the public, organizations and other public agencies; interpret and explain Board of Supervisors department-specific and countywide policies and procedures; and provide referral to other sources when appropriate.

Confer and coordinate with various County officials and departments to develop authoritative and meaningful responses to citizen inquiries or complaints.

Contact various County departments, other public agencies and community organizations and resources regarding policies, procedures and regulations.

Establish and maintain necessary files and records.

Build and maintain positive working relationships with the community, co-workers, other County employees and the general public using principles of good customer service.

Perform related duties as assigned.