

## Minutes For December 22, 2004

### SOLANO COUNTY BOARD OF SUPERVISORS' MINUTES

December 22, 2004

The Solano County Board of Supervisors met in special session on this day at 10:05 a.m. at the Solano County Administration Center Board of Supervisors Conference Room, Suite 6500, 675 Texas Street, Fairfield. Chairman Silva called the meeting to order. Present were Supervisors Forney, Kromm, Vasquez, and Chairman Silva. Supervisor Kondylis arrived at 10:06 a.m.

CLOSED SESSION: The Board moved into Closed Session at 10:07 a.m. to discuss Employee Performance Evaluation for the County Counsel and the County Administrator. The Board moved out of Closed Session at 11:42 a.m. with the following report by the County Counsel.

#### PUBLIC REPORT:

By 4-1 vote, the Board adopted a policy of awarding a Management Incentive Program (MIP) on the bases of a Rule of 3 meaning that if 3 supervisors decide on the criteria and amount, then that will be the award of the Board.

By a vote of 3-2 that Board awarded a 15 percent MIP for the County Administrator. Prior to making a public announcement, the County Administrator consented to permit the Board to report the award to the public.

By a vote of 4-1, the Board awarded a 15 percent MIP to the County Counsel. Prior to making a public announcement, the County Counsel consented to permit the Board to report the award to the public.

It was noted that the awarding of the MIP was considered part of an evaluation and that the Board was not required to make the decision on the evaluations public unless the employee consented and the Board agreed by a majority vote.

The Board also directed the County Counsel to return next year with language to amend the Salary and Personnel Resolution to address the future MIP as it applies to the County Counsel and to the County Administrator.

ADJOURN: This meeting of the Board of Supervisors adjourned at 11:45 a.m. in memory of Vera Theresa Rogers, Michael A. Forshay, Kenneth A. Moore, and Evelyn "Nan" Utz.

JOHN F. SILVA, Chairman  
Solano County Board of Supervisors

Maggie Jimenez  
Clerk to the Board of Supervisors