



# Monterey County

**Item No.**

## Board Report

Board of Supervisors  
Chambers  
168 W. Alisal St., 1st Floor  
Salinas, CA 93901

**Legistar File Number: 22-850****September 20, 2022****Introduced:** 9/7/2022**Current Status:** Agenda Ready**Version:** 1**Matter Type:** General Agenda Item

Adopt Resolution to:

Confirm the appointment of Mr. Douglas Southard as Interim Deputy Director of Social Services.

### RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a Resolution confirming the appointment of Mr. Douglas Southard as Interim Deputy Director of Social Services.

### SUMMARY/DISCUSSION:

The recent vacancy of the Deputy Director of Social Services of Family and Children Services has left a critical vacancy in the department. The Director of Social Services has identified a highly qualified professional to fill the position on an interim basis pending recruitment for the permanent position. Mr. Southard has approximately 30 years of work experience in the field of Social Services. Mr. Southard served as the Regional Manager for the Department of Health and Human Services, Children's Bureau in Washington, DC. In addition, Mr. Southard held many positions with the County of Santa Clara, most notably, the position of Children's Shelter Director, Department of Family and Children's Services where he served in that capacity for nine years. Mr. Southard is a retired annuitant with California Public Employees Retirement System (CalPERS).

A key assignment of the Interim Deputy Director of Social Services will provide administrative leadership, and oversight of the Family and Children Services Division. In addition, he will perform other duties as assigned by the Director of Social Services.

California Government Code 21221(h) governs the conditions under which retired annuitants with the California Public Employees Retirement System (CalPERS) may be employed by CalPERS contracted agencies such as the County. With respect to interim positions, such as interim department heads, CalPERS requires that such appointments be made only in circumstances where there is a recruitment that will be conducted to fill the vacancy. The appointment also needs to be accompanied with a resolution containing certain information about the nature of the appointment, including the position, limit on hourly pay, limit on hours worked (up to 960 per FY), that a valid recruitment is being conducted, and other information. The attached resolution addresses requirements of the Government Code.

In conclusion, approval is requested to confirm the appointment of Mr. Douglas Southard as Interim Deputy Director of Social Services.

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OTHER AGENCY INVOLVEMENT:

The Department of Social Services, the County Administrative Officer, and the Human Resources Department has reviewed and concurs with the recommendation.

FINANCING:

There is no negative impact to the general fund as a result of this action. The Deputy Director of Social Services is budgeted for Fiscal Year 2022-23.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Attachments: Board Report  
Resolution