

SILICON VALLEY CLEAN ENERGY AUTHORITY

RESOLUTION NO. 2021-14

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SILICON VALLEY CLEAN ENERGY AUTHORITY AUTHORIZING THE CHIEF EXECUTIVE OFFICER FOR NINETY (90) DAYS TO NEGOTIATE AND EXECUTE CONTRACTS UP TO \$200,000 AND OFFER INCENTIVES UP TO 25% OF SALARY FOR RECRUITING PURPOSES

WHEREAS, the Silicon Valley Clean Energy Authority (“Authority”) was formed on March 31, 2016 pursuant to a Joint Powers Agreement to study, promote, develop, conduct, operate, and manage energy programs in Santa Clara County; and

WHEREAS, to provide such services, Silicon Valley Clean Energy seeks to fill vacant positions in a timely manner; and

WHEREAS, Silicon Valley Clean Energy currently has multiple vacant full-time staff positions, and anticipates further vacancies in critical roles to occur in the coming months; and

WHEREAS, on July 11, 2018, the Board of Directors approved HR Policy #2, establishing an employee recruitment policy; and

WHEREAS, Silicon Valley Clean Energy desires to fill these critical vacancies amidst a challenging labor market by entering into agreements with firms for the purposes of recruiting new staff and increasing the amount of recruitment incentives it can offer; and

NOW THEREFORE, the Board of Directors of the Silicon Valley Clean Energy Authority hereby resolves:

SECTION 1. In response to the potential impact to the Authority and its services due to the current and developing staffing shortfall, the Board hereby authorizes the Chief Executive Officer for the next ninety (90) days to negotiate and execute contracts up to \$200,000 with firms for the purposes of recruiting and filling critical staffing vacancies.

SECTION 2. In recognition of the competitive marketplace for talent that currently exists, the Board hereby authorizes the Chief Executive Officer for the next ninety (90) days to increase the maximum recruiting incentive (“signing bonus”) from the current 10% of base salary, up to 25% of base salary.

PASSED AND ADOPTED this 9th day of June, 2021, by the following vote:


JURISDICTION	NAME	AYE	NO	ABSTAIN	ABSENT
City of Campbell	Director Gibbons	✓			
City of Cupertino	Director Willey	✓			
City of Gilroy	Director Hilton	✓			
City of Los Altos	Director Fligor	✓			
Town of Los Altos Hills	Director Tyson	✓			
Town of Los Gatos	Director Rennie	✓			
City of Milpitas	Director Chua	✓			
City of Monte Sereno	Alternate Director Mekechuk	✓			
City of Morgan Hill	Director Martinez Beltran	✓			
City of Mountain View	Director Abe-Koga	✓			
County of Santa Clara	Director Ellenberg	✓			
City of Saratoga	Director Walia	✓			
City of Sunnyvale	Director Larsson	✓			

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Chair

ATTEST:

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Andrea Pizano, Board Secretary