



**Item #09-12-6  
Consent**

## **SACOG Board of Directors**

December 9, 2009

### **Authorize Appointment to Regular Position of Research Manager**

**Issue:** Should Joe Concannon be appointed to the regular position of Research Manager?

**Recommendation:** Authorize the Executive Director to appoint Joe Concannon appointed to the regular position of Research Manager?

**Committee Action/Discussion:** In January, 2009, as part of the transition plan addressing the retirement of Pete Hathaway and Ken Hough, Joe Concannon was promoted to a management position of Acting Research Manager. SACOG's personnel rules require that within 12 months the Board approve a regular status for acting appointments made by the Executive Director if the employee is going to remain in the new position. Mr. Concannon has performed excellently in his new position over the course of the year, meeting the performance objectives in his employment contract and contributing significantly as a new member of the agency's management team. The breadth and depth of the knowledge about SACOG, our members, partners and activities that come from his 17 years experience with the agency are particularly valuable as the agency continues to experience retirements from senior employees. All management employees at SACOG are on employment contracts with "at will" status and annual performance objectives.

Approved by:

Mike McKeever  
Executive Director

MM:rt

Key Staff: Rochelle Tilton, Clerk of Board/HR Specialist (916) 340-6208