



June 24, 2021

Re: Appointment of Salt Lake County Career Service Council Member

Dear Mayor Wilson,

In accordance with Salt Lake County Personnel Management Act (Utah Code 17-33) and Salt Lake County Ordinance (2.80.030), we maintain the Salt Lake County Career Service Council (CSC). The Career Service Council is a bipartisan board consisting of three Members who are appointed by the Mayor and confirmed by the County Council for staggered three-year terms. In addition, an Alternate Member may be appointed to act as a substitute, in the event a full Member is unable to participate in required proceedings.

The Career Service Council 1) hears appeals of merit employees regarding various adverse employment actions. The Council 2) hears appeals from merit or non-merit employees or volunteers related to claims of harassment, discrimination, or retaliation after following the procedures outlined in Human Resources Policy 3-100, Workplace Harassment, Discrimination and Retaliation Complaints Procedure. Lastly, the Council 3) hears appeals from job applicants concerning the selection procedures used for certification of registers and removal from a register as outlined in Human Resources Policy 2-300, Recruitment and Selection. They provide the County, it's Employees, and prospective applicants a valuable and impartial appeals process to resolve potential employment conflicts.

Currently, the CSC is comprised of three full Members, Chris Wade (CSC Chairperson, residential District 4, Democrat, term expires June 30, 2021), Andy Stephenson (residential District 6, Republican, term expires June 30, 2022) and Jennifer Nakao (residential District 4, Unaffiliated, term expires June 30, 2023) and an Alternate Member role, Melissa Hall (residential District 1, Democrat, term expires June 30, 2022). Chris Wade has chosen not to seek re-appointment.

To fill Chris Wade's vacancy, we posted this opening for 30+ days and received two (2) applicants for consideration. Human Resources has reviewed their applications and conducted interviews with both candidates. As such, the recommendation is based upon the requirements of the role and their education, qualifications, and relevant experience. I also acknowledge and respect your desire for Salt Lake County Board members to fully represent the geographic and demographic diversity of our constituents. I offer the following as endorsed candidates for the CSC Chairperson opening:

John Davidson – Senior HR Business Partner at SoFi
J. Daniel Schoenfeld – Finance & Administrative Service Director at State of Utah-
Department of Insurance

These applicants possess skills and experience that would be of value to the important work of the Career Service Council. I'm delighted to have two qualified candidates to select from. Their applications and resumes are attached.

After careful consideration, I would like to recommend John Davidson to be appointed to the CSC Board.

Jennifer Wilson
Mayor

Erin Litvack
Deputy Mayor, County
Services

Darrin Casper
Deputy Mayor, Finance
& Administration

Catherine Kanter
Deputy Mayor, Regional
Operations

Kerri Nakamura
Chief of Staff

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In summary, Mr. Davidson possesses ten years of business leadership experience and is currently a Human Resources professional. As such, he is adept in the major areas of HR including benefits programs, performance metrics, training, state and federal employment laws, Equal Employment Opportunity (EEO) reporting and compliance, Americans with Disabilities Act (ADA), Family Medical Leave Act (FMLA), Workers' Compensation and talent acquisition. He possesses two Bachelor of Arts degrees, in Political Science and International Studies and the Senior Professional in Human Resources certification. Mr. Davidson has referred to this Board position by Shohaj Kahnam, SLCO Council on Diversity Affairs Board Member from 2014-2019. Also, Dr. Davidson represents residential District 5, which is not otherwise represented on the CSC. He was a finalist in the 2020 Board appointment process and has continued interest in this appointment.

At your pleasure, I request your support in the new term appointment of John Davidson, for the July 1, 2021 – June 30, 2024 term as a Member of the Salt Lake County Career Service Council.

Thank you for considering this recommendation. I'm happy to answer any questions you may have about the Career Service Council, it's current Members or the recommended Members. If you agree, I'm happy to facilitate the presentation of Mr. Davidson's appointments to Salt Lake County Council for confirmation.

Sincerely,

Kathleen Johnston, MBA, SPHR, SHRM-SCP
Director, Human Resources Division