



## Board Summary Report

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**File #:** 26-263

**Agenda Date:** 5/12/2026

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**To:** Board of County Commissioners

**Through:** John Christofferson, Acting County Attorney

**Prepared By:**  
John Christofferson, Acting County Attorney

**Subject:**  
Director Separation Agreements

**Purpose and Request:**

Request adoption of resolution authorizing the Chair of the Board of County Commissioners to execute director separation agreements for Phil Savino, Gini Pingnot and Dan Makelky.

**Alignment with Strategic Plan:** Workforce and Community Prosperity - Provide competitive wages, benefits, and workforce policies that attract and retain top talent, as is financially sustainable.

**Background and Discussion:** The County has historically offered and provided director separation agreements to department directors. These agreements provide an incentive for qualified individuals to seek and accept a director position with the County. The separation agreements in summary provide that in the event the BOCC terminates a director's employment for a reason other than cause then the director will receive a severance payment in the amount of six months' salary, in exchange for signing a release of claims. The attached resolution will authorize the Chair to execute separation agreements for Phil Savino, Gini Pingnot and Dan Makelky, who are the most recently hired department directors for the County.

**Alternatives:** The board could decide to not authorize the execution of these agreements.

**Fiscal Impact:** No impact unless a director's employment is terminated, in which case the County may be obligated to pay six months' salary as a severance payment to the director.

**Alignment with Strategic Implementation Strategies:** N/A.

**Concurrence:** N/A.