

**EL DORADO COUNTY BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL
Meeting of August 29, 2006**

AGENDA TITLE: Advance Step Placement for Geologist

DEPARTMENT: Environmental Management

DEPT SIGNOFF:

CAO USE ONLY:

CONTACT: Gerri Silva

Gerri Silva

[Signature] 8/23/06

DATE: 8/23/2006

PHONE: 6653

DEPARTMENT SUMMARY AND REQUESTED BOARD ACTION:

The Department is requesting to fill a vacant Geologist position at Step 4 of the salary range. This position has been hard to fill and the department has completed its second recruitment for this position. The candidate's background in Environmental Sciences and Geology qualify him as an advanced level candidate for this position. Funding for this position will come from Permit fees and charges for services in the Environmental Health division. The Department is requesting that the advance placement become effective immediately so that it can hire the candidate to begin work.

CAO RECOMMENDATIONS: *Recommend approval Laura A. Gill*

8/23/06

Financial impact? () Yes (X) No

Funding Source: () Gen Fund (X) Other

Other: Permit Fees/Env Hlth Services

BUDGET SUMMARY:

Total Est. Cost _____

CAO Office Use Only:

Funding

4/5's Vote Required () Yes (X) No

Budgeted _____

Change in Policy () Yes (X) No

New Funding _____

New Personnel () Yes (X) No

Savings _____

CONCURRENCES:

Other _____

Risk Management

Total Funding _____

County Counsel

Change in Net County Cost _____

Other

***Explain**

BOARD ACTIONS:

Vote: Unanimous _____ Or

I hereby certify that this is a true and correct copy of an action taken and entered into the minutes of the Board of Supervisors

Ayes:

Date: _____

Noes:

Attest: Cindy Keck, Board of Supervisors Clerk

Abstentions:

Absent:

By: _____

**EL DORADO
COUNTY**



**ENVIRONMENTAL
MANAGEMENT
DEPARTMENT**

*Environmental
Health Division*

*Air Quality
Management
District*

*Solid Waste &
Hazardous
Materials
Divisions*

Vector Control



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August 23, 2006

El Dorado County Board of Supervisors
330 Fair Lane
Placerville, CA 95667

SUBJECT: Advanced Placement for Geologist

Honorable Board Members:

Recommendations:

That your Board authorize the advanced step placement for the Geologist position, effective immediately, to support the Environmental Management department as well as other County departments as deemed appropriate, and air quality management programs.

Reasons for Recommendations:

The Environmental Management Department has been recruiting for the Geologist position for approximately one year. The first recruitment yielded only 2 candidates and the chosen candidate did not accept the job offer due to salary related issues. Following the failed recruitment, the Department requested that Human Resources re-evaluate the salary for this position. Human Resources re-evaluated the salary and the Board approved an increase in salary on May 9, 2006, Resolution 129-2006. The Board also approved a relocation expense for this position. The second recruitment produced only four (4) potential candidates for the Geologist position.

Our top candidate for this position, Robert Lauritzen, has conditionally accepted the position to be hired at Step 4 of the salary schedule. The candidate for the Geologist position has an extensive background in environmental compliance, underground storage tanks, lead and asbestos surveys, and groundwater and contaminant transport modeling. The County currently has approximately 50 contaminated sites and the expertise of this candidate would be of great benefit to the County with respect to site characterization and remediation activities. The candidate also has substantial experience with managing, leading and implementing projects for both the private and public sector workplaces. The experience and knowledge possessed by this candidate should prove to be invaluable to this position, as he will be the first to hold such a position for the County. El Dorado County requires certification from the State of California for this position, which the candidate has. To compete with the current salary of the candidate, and because of the extensive knowledge and background that the candidate would bring to this position, and because of the difficulty of trying to fill this position with a qualified individual for the past year, we are recommending that the candidate be hired at Step 4 of the current salary schedule.

Fiscal Impact:

Per the requirements of the Relocation Reimbursement policy (Policy E-6) the candidate for this position will not be eligible to receive reimbursement for any relocation expenses. The funding for this position will come from Permit fees and charges for services in the Environmental Health division.

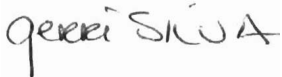
Net County Cost:

None.

Action to be Taken Following Approval:

Make an offer to the prospective candidate and proceed with the hiring process.

Yours very truly,



Gerri Silva
Interim Director of Environmental Management