



RESOLUTION NO. XXX-2021

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

WHEREAS, on June 30, 2019, the Placerville Juvenile Hall was closed and personnel that previously worked in the Placerville Juvenile Hall were transferred to the Juvenile Treatment Center in South Lake Tahoe; and

WHEREAS, the reduction in force resulted in classification reassignment to the Juvenile Treatment Center in South Lake Tahoe for staff members previously assigned to the Juvenile Hall; and

WHEREAS, the Senior Deputy Probation Officer Institutions classification experienced turnover due to personnel exiting the Department through reduction in force, retirement, demotion, and promotion; and

WHEREAS, the Probation Department requested to underfill the Senior Deputy Probation Officer Institutions classification in Fiscal Year 20/21 as a result of staff turnover from medical retirement, termination, and accepting employment with neighboring counties; and

WHEREAS, the Probation Department has staff in the Deputy Probation Officer Institutions classification that do not meet the education and/or experience minimum qualifications for the Senior Deputy Probation Officer Institutions classification currently, but may do so in the future; and

WHEREAS, the Probation Department has been unable to fill the Senior Deputy Probation Officer Institutions classification with qualified internal or external candidates in Fiscal Year 20/21; and

WHEREAS, the Probation Department's Full Time Equivalent (FTE) allocation for Senior Deputy Probation Officer Institutions classification is eight (8); and

WHEREAS, the Probation Department's goal is to retain the higher level positions due to potential effects of the Division of Juvenile Justice realignment and the potential for provision of specialized treatment programs to counties throughout the state, and the Probation Department is currently planning to build and open a new Juvenile Hall facility in Placerville; and

WHEREAS, Personnel Rule Section 505, Subsection 505.1 states "The appointing authority is authorized to fill vacant positions using the specific classifications allocated in the department. An appointing authority may request to underfill an authorized position with a related classification that has a lower salary range and that contains a substantial portion of the duties listed in the class specifications for the authorized position. Requests for underfills shall be made in accordance with Rule 701(c). The classification used for the underfill appointment must be approved by the Director. A position may be underfilled for any of the following reasons: the department's internal promotional program would be enhanced, there are no qualified candidates to fill the vacant position at the higher level, or a critical departmental reason exists. When an underfill is approved, it must be filled with a candidate who has been selected from an eligible list. An appointment to underfill a position may last until the next budget cycle, but in no event longer than one (1) year;" and

WHEREAS, the Probation Department will fill the Senior Deputy Probation Department Institutions classifications prior to June 30, 2023; and

