



Legislation Details (With Text)

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Title: Human Resources Department and Probation Department recommending the Board approve the revised minimum qualification pattern to the existing Sr. Deputy Probation Officer - Institutions classification specification.

FUNDING: N/A

Sponsors:

Indexes:

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Attachments: 1. A - Sr. Deputy Probation Officer - Institutions CLEAN 5-8-18, 2. B - Sr. Deputy Probation Officer - Institutions REDLINE 5-8-18

Date	Ver.	Action By	Action	Result
5/8/2018	1	Board of Supervisors	Approved	Pass

Human Resources Department and Probation Department recommending the Board approve the revised minimum qualification pattern to the existing Sr. Deputy Probation Officer - Institutions classification specification.

FUNDING: N/A

DEPARTMENT RECOMMENDATION

Human Resources Department and Probation Department recommending the Board approve the revised minimum qualification pattern to the existing Sr. Deputy Probation Officer - Institutions classification specification.

DISCUSSION / BACKGROUND

The Human Resources Department, through collaboration with the Probation Department and the El Dorado County Probation Officer’s Association, amended the minimum qualification education pattern for the Board’s consideration. The experience pattern will remain as-is.

Old education pattern language:

Equivalent to an Associate of Arts degree. Major coursework in psychology, counseling or a related field is desirable.

Proposed education pattern language:

Possession of an associate degree or completion of sixty (60) college level semester units, which includes nine (9) units of coursework in areas such as psychology, counseling, criminal justice, sociology, communications, political science, human development, or a related field.

This change not only adds the requirement of nine (9) job-related semester units, but also will clarify any confusion on what is meant by “equivalent to” an associate degree and ensure consistent

interpretation when screening applications.

This request is outside of the County-wide classification study implementation, as we are asking that the existing classification specification be updated; further, we believe this revision is outside of the authority of the Director of Human Resources. However, revised classification specifications and recommended allocations for the Probation Department will be brought before Board for approval and adoption in phase III of the class study implementation.

ALTERNATIVES

The Board could choose to reject the minimum qualification change and leave it as-is.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

El Dorado County Probation Officer's Association and the Probation Department

CAO RECOMMENDATION

It is recommended that the Board approve this item.

FINANCIAL IMPACT

None.

CLERK OF THE BOARD FOLLOW UP ACTIONS

None.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

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