



Legislation Details (With Text)

File #: 10-1217 **Version:** 1

Type: Agenda Item **Status:** Adopted

File created: 11/5/2010 **In control:** Board of Supervisors

On agenda: 2/1/2011 **Final action:** 2/1/2011

Title: Human Resources and Library Director recommending the Board take the following actions:
 1) Adopt a Resolution establishing the job classification, job specification, salary range and bargaining unit designation for an Early Childhood Literacy classification; and
 2) Amend the County's Authorized Personnel Allocation Resolution to add four (4.0) FTE Early Childhood Literacy Specialist positions in the Library.

FUNDING: First 5 Grant Funds.
 Resolution 016-2011

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Early Literacy Specialist Job Specification, 2. B - Reso for Early Literacy Specialist, 3. C - Fully executed Resolution 016-2011

Date	Ver.	Action By	Action	Result
2/1/2011	1	Board of Supervisors	Adopted	Pass

Human Resources and Library Director recommending the Board take the following actions:
 1) Adopt a Resolution establishing the job classification, job specification, salary range and bargaining unit designation for an Early Childhood Literacy classification; and
 2) Amend the County's Authorized Personnel Allocation Resolution to add four (4.0) FTE Early Childhood Literacy Specialist positions in the Library.

FUNDING: First 5 Grant Funds.

Resolution 016-2011

BUDGET SUMMARY:		
Total Estimated Cost	<i>Annually</i>	\$200,000
Funding - First 5 Grant	\$200,000	
Budgeted	\$	
New Funding	\$	
Savings	\$	
Other	\$	
Total Funding Available	\$200,000	
Change To Net County Cost		\$0

Fiscal Impact/Change to Net County Cost:

No change in Net County Cost. The estimated annual cost of the additional positions is \$200,000.

The positions are fully funded by the First 5 grant contract. Grant funding is included in the Library's FY 2010-11 budget. Grant funding is anticipated in future years in accordance with the First 5 Commission's five year strategic plan and will be included in the Library's annual requested budget.

Background:

First 5 El Dorado has contracted with the Library over the last four years to provide early literacy services and programs to over 2,000 children and their caregivers at all six library branches and Northside School, as well as outreach services to 127 early childhood education sites, medical clinics and offices and other community sites. With First 5 funding, Library staff have developed a variety of effective age-appropriate early literacy classes that have successfully helped the library to achieve its mission to promote literacy and education.

On August 24, 2010 (Agenda Item #17, Legistar file 10-0915) the Board of Supervisors approved a grant funding contract with First 5 El Dorado in the amount of \$384,904 for the term ending June 30, 2011 to provide funding for early literacy programs and services for children 0-5 years old. The contract allows for the funding of four full-time permanent positions.

Reason for Recommendation:

The Library has worked with Human Resources to determine the appropriate job classification to perform the activities identified in the First 5 grant contract. After evaluating the current classifications it was determined that current Library job classifications do not specify the unique responsibilities and scope of work needed to conduct the programs identified in the grant contract and the creation of a new classification is necessary to provide the early literacy services as required by the grant. Upon adoption of the resolution, the permanent positions would be recruited and filled. The First 5 Commission has established the library early literacy program as one of its six core initiatives and the intention as designated by their strategic plan will provide funding for the next five years.

Action to be taken following Board approval:

Board Chair to sign resolution and forward to Human Resources for implementation.