



County of El Dorado

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Legislation Details (With Text)

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Title: Chief Administrative Officer recommending the Board:
 1) Appoint Roger Trout as Interim Director of Planning and Building, at salary step 5, effective May 18, 2017;
 2) Appoint Greg Stanton as Interim Director of Environmental Management, at salary step 5, effective May 18, 2017; and
 3) Appoint Bard Lower as Interim Director of Transportation, at salary step 5, effective May 18, 2017.

FUNDING: General Fund, Road Fund, Developer Fees, State and Federal Funds.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 2A - ORDINANCE 4-11-17, 2. 2B - Summary Ordinance 4-11-17, 3. 2C - Lavender Route Approval 4-11-17, 4. Executed Ordinance 5051, 5. A - Staff Report 2-28-17, 6. B - Org Charts 2-28-17, 7. C - Job Spec Director of Transportation 2-28-17, 8. D - Job Spec Director of Environmental Management 2-28-17, 9. E - Job Spec Director of Planning & Building 2-28-17, 10. F - CDA Break Up Resolution New Positions 2-28-17, 11. F - Revised CDA Break Up Resolution New Positions 2-28-17, 12. G - CDA Break Up Resolution Add-Deletes 2-28-17, 13. G - Revised CDA Break Up Resolution Add-Deletes LS edits 2-28-17, 14. Public Comment Rcvd 2-28-17 BOS 2-28-17, 15. Public Comment Rcvd 2-27-17 BOS 2-28-17, 16. Executed Resolution 038-2017, 17. Executed Resolution 039-2017

Date	Ver.	Action By	Action	Result
5/9/2017	4	Board of Supervisors	Approved	Pass
4/18/2017	3	Board of Supervisors	Approved	Pass
4/11/2017	2	Board of Supervisors	Approved	Pass
2/28/2017	1	Board of Supervisors	Approved	Pass

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DISCUSSION / BACKGROUND

Based on a recommendation from the Chief Administrative Officer, on February 28, 2017, the Board voted to 1) approve the reorganization of the Community Development Agency to include the following departments: Planning and Building Department, Environmental Management Department and Department of Transportation, 2) adopt Resolution 038-2017 creating new job specifications, bargaining unit designation, and salary schedules for the positions of Director of Transportation, Director of Environmental Management, and Director of Planning and Building pending revisions to

affected ordinances; 3) Adopt Resolution 039-2017 amending the Authorized Personnel Allocation adding a Deputy Chief Administrative Officer, Director of Transportation, Director of Environmental Management, and Director of Planning and Building and deleting the Director, Community Development Agency, Assistant Director, Community Development Agency, Transportation Division Director, Environmental Management Division Director, Development Services Division Manager and one Principal Administrative Analyst position, resulting in reductions in force effective July 1, 2017, pending revisions to affected ordinances; and 4) direct staff to revise and update Chapter 2 of the County Code to reflect the changes in organizational structure and designate appointed department heads pursuant to Section 404 of the Charter of the County of El Dorado, and return to the Board for adoption of affected ordinances and any required resolutions within 45 days.

On April 18, 2017, the Board approved the second reading of the ordinance changes to Chapter 2 of the County Code, which will take effect May 18, 2017. Included in these changes is the elimination of the Director of the Community Development Agency, and the designation of the Directors of Environmental Management, Transportation, and Planning & Building.

An agreement was entered into between the County and Roger Niello to serve as the Interim Director of the Community Development Agency to end no later than April 30, 2017, with an extension to the contract (Legistar #16-1127) to bring the end date to May 17, 2017, approved by the Board on April 25, 2017, in order to coincide with the effective date of the above referenced ordinance changes. Additionally, the reorganization eliminates the civil service positions of Development Services Division Director, Environmental Management Division Director and Transportation Division Director. These positions are currently filled by Roger Trout, Greg Stanton, and Bard Lower, respectively. In order to avoid breaks in County service supplied by these roles, and because the employees in these positions currently perform similar duties to those assigned to the new Department Head positions, the Chief Administrative Officer is recommending that these individuals be appointed to the Department Head positions on an interim basis. This will provide departmental leadership in the absence of a CDA director.

The recruitments for the three new Department Head permanent positions are in process with the goal of having permanent directors identified in July 2017. The appointment of employees on an interim basis will allow for a smooth transition from the CDA model to the approved shared services model, and will allow sufficient time to recruit for permanent Department Heads.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Human Resources

FINANCIAL IMPACT

As the base salaries for the new positions of Director of Planning and Building, Director of Environmental Management, Director of Transportation are identical to the approved salaries of the Development Services Director, Environmental Management Division Director, and Transportation Division Director positions, approval of this recommendation will not result in a change in cost. The funding for these positions is included in the current year budget. It is anticipated that full implementation of the CDA reorganization will result in a combined on-going cost reduction of approximately \$447,000.

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

CONTACT

Don Ashton, Chief Administrative Officer