# County of El Dorado

330 Fair Lane, Building A
Placerville, California
530 621-5390
FAX 622-3645
www.edcgov.us/bos/

## Legislation Details (With Text)

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| **File #:** | 09-0088 | **Version:** | 1 | |
| **Type:** | Agenda Item | **Status:** | | Approved |
| **File created:** | 1/14/2009 | **In control:** | | Board Of Supervisors |
| **On agenda:** | 2/24/2009 | **Final action:** | | 2/24/2009 |

**Title:** Human Resources Department recommending that the Board consider the following:

1) Approve the reclassification of the deep class of Information Technology Analyst Trainee/I/II and the classification of Senior Information Technology Analyst into new classifications distinguished by their functional groups- Applications/Web Development and Support, Networking, Office Systems, Operating Systems, Server Administration, and Telecommunications;

2) Adopt a resolution amending the salary schedule; and

3) Adopt a resolution amending the personnel allocation for the Information Technologies Department.

FUNDING: N/A

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. A - Salary Schedule Resolution ITA - Sr ITA, 2. B - General Allocation Change request SrITA and ITA Tr-I-II, 3. C - Information Technology Analyst by Func Group, 4. D - Sr. Information Technology Analyst by Func Group

| Date | Ver. | Action By | Action | Result |
|---|---|---|---|---|
| 2/24/2009 | 1 | Board Of Supervisors | Approved | Pass |

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**FUNDING: N/A**


Fiscal Impact/Change to Net County Cost: None.  The salary range for the newly created classifications will remain the same as the original classifications.

Background:

The Information Technology Analyst Trainee/I/II classification was adopted by the Board on June 8, 1999. The IT Department was restructured on the basis of functional groups. Since that time, all recruitments, hiring and work assignments have been by functional group in order to ensure that sufficient staff with the specialized knowledge and skills necessary to successfully perform the duties assigned to these functional groups would be available. Reductions in Force (RIF's) have also been by functional groups, however in order to do this, it has been necessary for the IT Department to request approval from the BOS for a deviation from retention points in order to retain the skill sets necessary to maintain a satisfactory level of support of the enterprise system.

Reason for Recommendation:
It is the recommendation of the Human Resources Department to reclassify the IT Analyst Trainee/I/II and the Sr IT Analyst classifications into separate classes defined by their functional specialty. Not only will this simplify recruitments, hiring, and work assignments, it will alleviate the need for deviation from retention points in times of RIF's. The Department will be able to determine which functional group(s) can endure reductions in staff, and still maintain a satisfactory level of support, and then administer the RIF according to the language in the MOU. The six functional groups are: Applications/Web Development and Support, Networking, Office Systems, Operating Systems, Server Administration and Telecommunications. The proposed changes have been discussed with Local #1 through a meet and confer process. Minor changes were recommended and accepted.

Action to be taken following Board approval:
Following Board approval, Human Resources will amend the El Dorado County Salary Schedule to include the new class titles, job class numbers, salary ranges, and bargaining unit designations; remove the classifications of Information Technology Analyst Trainee/I/II and Senior Information Technology Analyst; amend the Authorized Personnel Allocation for the IT Department to include the add/deletes as proposed.

Contact:
Mike Strella Personnel Analyst  x5622

Concurrences: