



County of El Dorado

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Legislation Details (With Text)

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On agenda: 9/16/2008 **Final action:** 9/16/2008

Title: Information Technologies recommending advanced step placement of C. Richmond Chambers at Step 5 of the salary range for the Extra Help position of Information Technology Analyst - Operating Systems.
RECOMMENDED ACTION: Approve.

Sponsors:

Indexes:

Code sections:

Attachments: 1. IT Analyst Extra Help Advance Step 091608.pdf

Date	Ver.	Action By	Action	Result
9/16/2008	1	Board Of Supervisors	Approved	Pass

Information Technologies recommending advanced step placement of C. Richmond Chambers at Step 5 of the salary range for the Extra Help position of Information Technology Analyst - Operating Systems.

RECOMMENDED ACTION: Approve.

BUDGET SUMMARY:		
Total Estimated Cost		\$50,000
Funding		
Budgeted	\$50,000	
New Funding	\$	
Savings	\$	
Other	\$	
Total Funding Available	\$50,000	
Change To Net County Cost		\$0.00

Fiscal Impact/Change to Net County Cost:
Funds for extra help position included in FY 08-09 proposed budget.

Background:

A key staff member of the Technical Services unit will be retiring effective December 31, 2008. Due to the critical nature of the work performed by this position / individual and the potential impact on County mainframe systems and operations, the IT succession and cross training plan in the FY 08-09 budget included funding for overfill of the position for up to a six month period to familiarize the candidate with the structure, policies and procedures of the Technical Services unit of the County.

Upon the retirement of the existing staff the candidate will be eligible for placement in the vacated full-time position.

Reason for Recommendation:

An open recruitment was conducted and completed in August, 2008. A highly qualified candidate has been identified and a conditional offer of employment has been accepted, contingent upon background check, reference checks, medical exam and salary. Mr. Chambers has exceptional experience with the same hardware and software that is used at the County. IT management and Technical Services staff have interviewed him in person and have satisfied themselves that he will quickly be able to assume many of the duties of the retiring staff member after three months of overlap.

The DOJ/FBI background check came back clear and reference checks have been completed to the satisfaction of IT management. The medical exam will be scheduled prior to employment.

IT is recommending advanced step placement of C. Richmond Chambers at Step 5 of the salary range to fairly compensate him for the expectations of the job requirements, place him equitably at the same level of others with similar knowledge, skills and experience. In addition, Mr Chambers will incur out-of-pocket expenses related to his move from Southern California which will be at his own expense.

Action to be taken following Board approval:

In accordance with County hiring policies, and in cooperation with Human Resources, necessary steps will be taken to hire C. Richmond Chambers at Step 5 of the Information Technology Analyst - Operating Systems salary range.

Contact:

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Concurrences: Human Resources