County of El Dorado

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Legislation Details (With Text)

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File created:	5/9/2012	**In control:**	Board of Supervisors
On agenda:	5/22/2012	**Final action:**	5/22/2012
Title:	Information Technologies Department recommending the Board; 1) Adopt Resolution 056-2012 amending Resolution 106-2011 deleting 1.0 FTE Information Technology Manager in the Information Technologies Department effective June 29, 2012, and 2) Approve a request for deviation from retention points. FUNDING: General Fund.		
Sponsors:			
Indexes:			
Code sections:			
Attachments:	1. A - Resolution.doc.pdf, 2. Executed Resolution 056-2012		

Date	Ver.	Action By	Action	Result
5/22/2012	1	Board of Supervisors	Adopted	Pass

Information Technologies Department recommending the Board;
1) Adopt Resolution **056-2012** amending Resolution 106-2011 deleting 1.0 FTE Information Technology Manager in the Information Technologies Department effective June 29, 2012, and
2) Approve a request for deviation from retention points.

FUNDING: General Fund.

BUDGET SUMMARY:		
Total Estimated Savings	FY 2012-13	$150,000
Funding		
Budgeted	$	
New Funding	$	
Savings	$	
Other	$	
Total Funding Available	$	
Change To Net County Cost		$

Fiscal Impact/Change to Net County Cost: There is no change to net county cost for fiscal year 2011 -12. This action will be reflected in the Information Technology Department in fiscal year 2012-13.

Reason for Recommendation: The Information Technologies Department has prepared the Fiscal Year 2012-13 budget in accordance with Chief Administrative Office requirements. The budget

exceeds the target that the Chief Administrative Office requested to achieve normal operations. In order to adjust the budget to an acceptable level, one of the actions being implemented is a reduction of this management position.

The deletion of this position comes as the result of reviewing the organizational and business needs of the Department as well as the business needs of the County. This position was an extra layer of management between three division supervisors and the Assistant Director and Director of Information Technologies. In addition, the position used to provide management oversight of IT staff in the Health Services Division (Mental & Public Health) of the Health and Human Services Agency (HHSA). The HHSA funded a portion of the IT Manager position; however, due to organizational changes in the HHSA, the use of this management oversight was discontinued along with the revenue offset. During FY2011-12, the extra layer of management was removed between the IT Manager and the three division supervisors because it was not needed. At that time, the IT Manager was working on the RFP project as well as some special projects, but over the past six months a full time workload has not been present which resulted in the decision to eliminate this position.

Human Resources has determined that the incumbent in this position has displacement rights to a previously held position of Information Technology Analyst II, which was last occupied by the incumbent in April 2000 at a time when all IT Analysts were considered in the same classification but performed in different "functional groups". The incumbent was in the Programming group at that time, so it was determined by Human Resources that the current classification that the incumbent would have displacement rights to would be the Information Technology Analyst II - App/Web Dev/Supt.

Based on retention points, there is currently one employee in the Information Technology Analyst II - App/Web Dev/Supt class who has fewer points than the incumbent. That employee is responsible for the following mission critical skills and applications in IT:

Current skills in the following Programming Skills sets:
1. Application Programming for M204
2. Primary SQL Programmer
3. VB.net

Mission Critical Property Tax System Applications include:
1. Automated Apportionment
2. Property-Business License
3. Property-Cashiering
4. Property-Secured Abstract System

Other Mission Critical Applications include
1. Business License (Web)
2. Contact Management (PH Ready) - Public Health Application
3. Flu Watch - Public Health Application
4. H1N1 - Public Health Application

Loss of staff with these skills would jeopardize the IT Department’s ability to effectively support the mission critical needs of the above mentioned applications and departments. This employee will also be picking up a greater M204 workload affecting the Property System due to the retirement of another skilled employee in the IT Programming area.

Information Technologies has contacted the incumbent to discuss whether or not they possess the necessary skill set to take on the full scope of responsibility for the above mentioned applications. The incumbent has not directly supported any of these applications as an IT Analyst programmer while employed with the County of El Dorado. Based on this, the IT Department requests the deviation from retention point to ensure continuity of business for these mission critical applications.

Action to be taken following Board approval: Human Resources will prepare reduction in force paperwork for the affected employee

Contact: Kelly Webb, Acting Information Technologies Director

Concurrences: Human Resources prepared the Resolution