



Legislation Details (With Text)

**File #:** 07-407      **Version:** 1  
**Type:** Agenda Item      **Status:** Approved  
**File created:** 3/1/2007      **In control:** Board Of Supervisors  
**On agenda:** 3/20/2007      **Final action:** 3/20/2007  
**Title:** Human Resources Department recommending advanced step placement of a specific Sr. Personnel Analyst candidate at Step 5 of the Salary Range for the position of Sr. Personnel Analyst.  
RECOMMENDED ACTION: Approve.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
3/20/2007	1	Board Of Supervisors	Approved	Pass

Human Resources Department recommending advanced step placement of a specific Sr. Personnel Analyst candidate at Step 5 of the Salary Range for the position of Sr. Personnel Analyst.  
**RECOMMENDED ACTION:** Approve.

<b>BUDGET SUMMARY:</b>		
Total Estimated Cost		\$842.40
Funding		
Budgeted	\$	
New Funding	\$	
Savings	\$842.40	
Other	\$	
Total Funding Available	\$842.40	
Change To Net County Cost		\$0.00

Fiscal Impact/Change to Net County Cost: The net county cost will be \$0.00 because the department has sufficient salary savings from the position being vacant.

Reason for Recommendation: Deborah Kal is requesting a voluntary demotion to a Sr. Personnel Analyst position. Ms. Kal currently works for the Department of Human Services as a Sr. Staff Services Analyst, at step 3, which is \$33.11 per hour. When setting the pay for the Sr. Personnel Analyst position for Ms. Kal, her current salary of \$33.11 falls between the step 4 and 5. In following voluntary demotion rules she is entitled to the lower step, which is step 4, at \$32.40 per hour. The Department is requesting to offer Ms. Kal a step 5, at \$34.02 per hour, due to her previous Human Resources related work experience.

Ms. Kal has approximately 6 years of previous experience in the Human Resources Department of El Dorado County and over 3 additional years of experience as a Labor Relations Officer with the City of Sacramento.

Action to be taken following Board approval: Department to make an offer of employment for a Sr. Personnel Analyst, step 5.

Contact: Cheryl Dorosh, 621-6566

Concurrences: