



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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On agenda: 4/22/2008 **Final action:** 4/22/2008
Title: Human Resources Department recommending adoption of Resolution amending the Salary Schedule establishing the salary range, classification and designating the bargaining unit for the position of Supervising Mental Health Worker and Resolution amending Authorized Personnel Allocation Resolution by adding one (1) Supervising Mental Health Worker position and deleting one (1) Mental Health Program Coordinator IA/IB/II position in the Mental Health Department.
RECOMMENDED ACTION: Adopt Resolutions 98-2008 and 99-2008.

FUNDING: MHSA 75%, MediCal 15%, Realignment 10%.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Sup Mental Health Wkr Job Spec.pdf, 2. Salary Schedule Resolution - Sup MH WKR.pdf, 3. Allocation Resolution - Sup MH WKR.pdf

Date	Ver.	Action By	Action	Result
4/22/2008	1	Board Of Supervisors	Approved	Pass

Human Resources Department recommending adoption of Resolution amending the Salary Schedule establishing the salary range, classification and designating the bargaining unit for the position of Supervising Mental Health Worker and Resolution amending Authorized Personnel Allocation Resolution by **adding** one (1) Supervising Mental Health Worker position and **deleting** one (1) Mental Health Program Coordinator IA/IB/II position in the Mental Health Department.

RECOMMENDED ACTION: Adopt Resolutions **98-2008 and 99-2008**.

FUNDING: MHSA 75%, MediCal 15%, Realignment 10%.

BUDGET SUMMARY:		
Total Estimated Cost	Annual	\$42,682
Funding		
Budgeted	\$ 67,891	
New Funding	\$	
Savings	\$	
Other	\$	
Total Funding Available	\$	
Change To NCC - Annual		\$ (25,209) Savings

Fiscal Impact/Change to Net County Cost: The annual cost of the new classification of Supervising

Mental Health Worker is \$25,209 less than the current position of Mental Health Program Coordinator IB (Mental Health Program Coordinator IB used in salary comparison as it is mid-range of the series). Department will experience a salary savings as a result of this new classification.

Reason for Recommendation: The Mental Health Department currently has line staff in the positions of Mental Health Worker, Mental Health Aide and Mental Health Driver that report directly to the position of Mental Health Program Coordinator. The department has experienced difficulties in finding qualified applicants for the Mental Health Program Coordinator IA/IB/II position in the South Lake Tahoe area and the position remains vacant. Supervision of the line staff has temporarily fallen to the department manager while the department continues recruitment efforts. This is not an acceptable long term solution. Human Resources has reviewed the department's needs and is recommending that a supervisory position be created to provide the necessary supervision to line staff. The salary for the Supervising Mental Health Worker is to be set 15% above Mental Health Worker II in recognition of the increased complexity and supervision duties of the position. The new classification is assigned to the Supervisory Bargaining Unit (SU).

Action to be taken following Board approval: Human Resources will ensure the approved job specification and salary range are added to the County's website.

Contact: Patti Barton, Personnel Analyst x5593

Concurrences: Union Local #1 has reviewed the proposal and concurs with the recommendation.