



County of El Dorado

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Legislation Details (With Text)

File #: 18-0301 **Version:** 1
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On agenda: 3/6/2018 **Final action:** 3/6/2018
Title: Human Resources Department recommending the Board approve the insertion of a minimum qualification substitution pattern to the existing Deputy Probation Officer I/II - Institutions classification specification.
FUNDING: N/A

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - REDLINE Deputy Probation Officer I-II Institutions 3-6-18, 2. B - CLEAN Deputy Probation Officer I-II - Institutions 3-6-18

Date	Ver.	Action By	Action	Result
3/6/2018	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board approve the insertion of a minimum qualification substitution pattern to the existing Deputy Probation Officer I/II - Institutions classification specification.

FUNDING: N/A

DEPARTMENT RECOMMENDATION

Human Resources Department recommending the Board approve the insertion of a minimum qualification substitution pattern to the existing Deputy Probation Officer I/II - Institutions classification specification.

DISCUSSION / BACKGROUND

The Human Resources Department, through collaboration with the Probation Department and the El Dorado County Probation Officer's Association, agrees that the current Deputy Probation Officer II - Institutions classification should include a substitution pattern to substitute education for experience on a year for year basis. This substitution pattern will increase the number of qualified candidates/employees and will not have a negative impact on employees performing the duties of the job.

This request is outside of the County-wide classification study implementation as we are asking that the existing classification specification be updated; further, we believe this revision is outside of the authority of the Director of Human Resources. However, revised classification specifications and recommended allocations for the Probation Department will be brought before Board for approval and adoption in phase III of the class study implementation.

ALTERNATIVES

The Board could choose to reject the substitution pattern and require that all Deputy Probation

Officer II - Institutions candidates have an associate degree.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

El Dorado County Probation Officer's Association and the Probation Department

CAO RECOMMENDATION

It is recommended that the Board approve this item.

FINANCIAL IMPACT

None.

CLERK OF THE BOARD FOLLOW UP ACTIONS

None.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Tameka Usher, Director of Human Resources