



## Legislation Details (With Text)

**File #:** 19-1160 **Version:** 1

**Type:** Agenda Item **Status:** Approved

**File created:** 7/23/2019 **In control:** Board of Supervisors

**On agenda:** 8/13/2019 **Final action:** 8/13/2019

**Title:** Human Resources Department recommending the Board:  
1) Approve the revised County-wide class specification: Planning Manager (Title Change from Principal Planner to Planning Manager); and  
2) Adopt and authorize the Chair to sign Resolution 129-2019 to approve the abovementioned title change.

FUNDING: N/A

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. A1 - Planning Manager CLEAN 8-13-19, 2. A2 - Planning Manager REDLINE 8-13-19, 3. B - Resolution 8-13-19, 4. C - Approved Blue Route 8-13-19, 5. Executed Resolution 129-2019

Date	Ver.	Action By	Action	Result
8/13/2019	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board:  
1) Approve the revised County-wide class specification: Planning Manager (Title Change from Principal Planner to Planning Manager); and  
2) Adopt and authorize the Chair to sign Resolution **129-2019** to approve the abovementioned title change.

**FUNDING:** N/A

### DISCUSSION / BACKGROUND

In June 2016, the County engaged Koff and Associates (K&A) for the provision of professional services to design, conduct, and assist in recommending an implementation approach of a classification (Phase I) and compensation (Phase II) study for all County positions. The overall goals of the classification and compensation study included: developing a competitive and fiscally responsible pay and benefit structure that is based upon market data and meets the needs of the County with regards to recruitment and retention of qualified staff; ensuring employees be recognized for the level and scope of work performed, and that they are paid on a fair and competitive basis, and ensuring class specifications reflect current programs, responsibilities, and technology.

In September 2017, the Human Resources Department requested and received Board approval (Legistar # 16-0098) to implement, in phases, the County-wide classification study.

The Human Resources Department has been working with departments (management and employees) and unions to finalize for Board consideration the newly-proposed class specifications and reclassifications (and subsequent allocation changes). The following is being presented to the Board for consideration:

1) Revised class specification

All sections in the class specification were updated to better reflect the duties and responsibilities currently being performed and to be consistent with industry standards.

2) County-Wide Classification

- Planning Manager
  - Class specification revisions
  - Title change from Principal Planner to Planning Manager

**ALTERNATIVES**

The Board could choose not to adopt the revised class specification and direct Human Resources to make revisions.

**PRIOR BOARD ACTION**

See above

**OTHER DEPARTMENT / AGENCY INVOLVEMENT**

El Dorado County Managers' Association

**CAO RECOMMENDATION**

It is recommended that the Board approve this item.

**FINANCIAL IMPACT**

The approval and adoption of the revised class specification will not result in any financial impact, as there are no corresponding changes to the compensation structure.

**CLERK OF THE BOARD FOLLOW UP ACTIONS**

Upon Board adoption and approval, please provide a fully executed Resolution to Katie Lee in Human Resources.

**STRATEGIC PLAN COMPONENT**

Good Governance

**CONTACT**

Tameka Usher, Director of Human Resources