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County of El Dorado

Legislation Details (With Text)

File #:	19-1284 **Version:** 1		
Type:	Agenda Item	**Status:**	Approved
File created:	8/20/2019	**In control:**	Board of Supervisors
On agenda:	9/10/2019	**Final action:**	9/10/2019
Title:	Human Resources Department recommending the Board: 1) Approve the bargaining unit designation change for one Applications Analyst I allocation (position 2583) in the Information Technologies Department from Professional (PL) to Confidential (CO); 2) Approve the bargaining unit designation change for one Applications Analyst II allocation (position 2596) in the Information Technologies Department from CO to PL; and 3) Adopt and authorize the chair to sign Resolution 144-2019 to change the bargaining unit designations as noted above. FUNDING: N/A		
Sponsors:			
Indexes:			
Code sections:			
Attachments:	1. A - Resolution 9-10-19, 2. B - Approved Blue Route 9-10-19, 3. Executed Resolution 144-2019		

Date	Ver.	Action By	Action	Result
9/10/2019	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board:
1) Approve the bargaining unit designation change for one Applications Analyst I allocation (position 2583) in the Information Technologies Department from Professional (PL) to Confidential (CO);
2) Approve the bargaining unit designation change for one Applications Analyst II allocation (position 2596) in the Information Technologies Department from CO to PL; and
3) Adopt and authorize the chair to sign Resolution **144-2019** to change the bargaining unit designations as noted above.

FUNDING: N/A

DISCUSSION / BACKGROUND

At the request of the Information Technologies Department, Human Resources is recommending to transfer the Confidential (CO) bargaining unit designation from one Applications Analyst II allocation (position #2596) to an Applications Analyst I allocation (position #2583). The justification for this request is that the incumbent in position #2583 is currently performing duties consistent with the Employer-Employee Relations Resolution, Article I, Section 103 (c) (h); Personnel Rules, Section 22. The incumbent in position #2596 is no longer performing duties consistent with the above mentioned governing documents. These duties include analyzing and providing confidential data that is regularly used for labor planning and during negotiations. It is also important to note that the incumbent in position #2583 occupies a flexibly staffed Applications Analyst I/II allocation; therefore, should they promote to the II-level, the CO designation will follow so long as the aforementioned duties continue to be performed.

ALTERNATIVES

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The Board may choose not to approve the bargaining unit changes and direct Human Resources to conduct additional analysis.

PRIOR BOARD ACTION
None

OTHER DEPARTMENT / AGENCY INVOLVEMENT
Department of Information Technologies
El Dorado County Employees' Association (Local 1)

CAO RECOMMENDATION
It is recommended that the Board approve this item.

FINANCIAL IMPACT
Since the CO designation is transferring from one position to another within the same classification/salary range, there is no financial impact.

CLERK OF THE BOARD FOLLOW UP ACTIONS
Upon Board adoption and approval, please provide a copy of the executed Resolution to Katie Lee in Human Resources.

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CONTACT
Tameka Usher, Director of Human Resources