



Legislation Details (With Text)

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On agenda: 9/17/2019 **Final action:** 9/17/2019

Title: Human Resources Department recommending the Board:
1) Approve the department-specific class specification: Victim/Witness Program Coordinator; and
2) Adopt and authorize the Chair to sign Resolution 155-2019 to approve the revised salary range for the Victim/Witness Program Coordinator classification.

FUNDING: CalOES and Victim Witness Grant Funding.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Victim/Witness Program Coordinator CLEAN 9-17-19, 2. B - Victim/Witness Program Coordinator REDLINE 9-17-19, 3. C - Resolution 9-17-19, 4. D - Approved Blue Route 9-17-19, 5. Executed Resolution 155-2019

Date	Ver.	Action By	Action	Result
9/17/2019	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board:
1) Approve the department-specific class specification: Victim/Witness Program Coordinator; and
2) Adopt and authorize the Chair to sign Resolution **155-2019** to approve the revised salary range for the Victim/Witness Program Coordinator classification.

FUNDING: CalOES and Victim Witness Grant Funding.

DISCUSSION / BACKGROUND

Victim/Witness Program Coordinator is an old classification that hadn't been used in many years. However on June 25, 2019 with Legistar item 19-0997, the Board added one regular Victim/Witness Program Coordinator and deleted the vacant limited term allocation previously allocated, both of which are grant funded allocations. A recruitment was conducted to fill the regular position. In August 2019, the District Attorney's Office contacted Human Resources to request an update to the class specification and salary to address the compaction within the Victim/Witness classification series.

Therefore, Human Resources revised the previously adopted Victim/Witness Program Coordinator class specification to reflect current responsibilities, and conducted an external compensation study using the County's comparator agencies to collect current salary data for comparable classifications within the County's established labor market, as well as evaluated the District Attorney's Office organizational structure in order to establish a current salary range for the Board's consideration. The outcome of the total compensation study yielded that the classification is currently paid 44.48% below the total compensation median.

Therefore, given the current market data, it is recommended that the salary for the Victim/Witness Program Coordinator classification be move to 8% below the total compensation market median.

This change would result in a 36.48% increase in base salary.

ALTERNATIVES

The Board could choose not to adopt the revised class specification and recommended salary revisions and/or request that revisions be made.

PRIOR BOARD ACTION

06/25/2019 Legistar Item 19-0997 - FY 2019-20 Recommended Budget Personnel Allocation

OTHER DEPARTMENT / AGENCY INVOLVEMENT

District Attorney's Office
El Dorado County Employees' Association, Local 1

CAO RECOMMENDATION

It is recommended that the Board approve this item.

FINANCIAL IMPACT

The approximate annual cost of the increase for the incumbent in the position would be \$23,700.

CLERK OF THE BOARD FOLLOW UP ACTIONS

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

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Tameka Usher, Director of Human Resources