



Legislation Details (With Text)

File #: 20-0371 **Version:** 1
Type: Agenda Item **Status:** Approved
File created: 3/4/2020 **In control:** Board of Supervisors
On agenda: 3/17/2020 **Final action:** 3/17/2020
Title: Human Resources Department recommending the Board adopt the revised department-specific class specification for Information Technologies, effective the first pay period following Board adoption: Business Systems Analyst I/II.

FUNDING: General Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Business Systems Analyst I-II 3-17-20 CLEAN, 2. B - Business Systems Analyst I-II 3-17-20 REDLINE

Date	Ver.	Action By	Action	Result
3/17/2020	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board adopt the revised department-specific class specification for Information Technologies, effective the first pay period following Board adoption: Business Systems Analyst I/II.

FUNDING: General Fund.

DISCUSSION / BACKGROUND

On May 22, 2018, Human Resources presented to the Board the new department-specific class specification for Information Technologies: Business Systems Analyst I/II. On the specification presented to and approved by the Board, the Fair Labor Standard Act (FLSA) exemption status for this classification was identified for each level, with the Business Systems Analyst I being classified as Non-Exempt and the Business Systems Analyst II being classified as Exempt. However, that was presented in error as it was not the intent to have different FLSA classifications for each level. To correct this error, Human Resources is presenting to the Board a revised class specification that changes the FLSA exemption status of the II-level only from Exempt to Non-Exempt.

In addition, since the class specification needed to be revised, Human Resources took the opportunity to address some minor formatting/housekeeping items which are presented in Attachment B.

PRIOR BOARD ACTION

Legistar #:18-0734 - The Board adopted the new department-specific class specification for Information Technologies: Business Systems Analyst I/II.

ALTERNATIVES

The Board could choose not to adopt and approve any of the recommendations listed in the class

specification and request that revisions be made.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Department of Information Technologies
El Dorado County Employees' Association, Local 1

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

There is no financial impact to adopting a class specification. However, changing the FLSA status of the Business Systems Analyst II classification to Non-Exempt allows incumbents to now be eligible for overtime wages as outlined in the Memorandum of Understanding between the County of El Dorado and the El Dorado County Employees' Association, Local 1.

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

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