



Legislation Details (With Text)

File #: 20-0455 **Version:** 1
Type: Agenda Item **Status:** Approved
File created: 3/20/2020 **In control:** Board of Supervisors
On agenda: 4/7/2020 **Final action:** 4/7/2020
Title: Human Resources Department recommending the Board adopt and authorize the Chair to sign Resolution 057-2020 to approve the deletion of 1.0 FTE vacant Department Analyst I/II allocation and the addition of 1.0 FTE Administrative Analyst I/II allocation in the Health and Human Services Agency (HHSA) due to a lateral reclassification.

FUNDING: General Fund with reimbursement by HHSA programs through an Indirect Cost Rate.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Resolution 4-7-20, 2. B - Approved Blue Route 4-7-20, 3. Executed Resolution 057-2020

Date	Ver.	Action By	Action	Result
4/7/2020	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board adopt and authorize the Chair to sign Resolution **057-2020** to approve the deletion of 1.0 FTE vacant Department Analyst I/II allocation and the addition of 1.0 FTE Administrative Analyst I/II allocation in the Health and Human Services Agency (HHSA) due to a lateral reclassification.

FUNDING: General Fund with reimbursement by HHSA programs through an Indirect Cost Rate.

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 Item 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 allocation changes. Given the information above, Human Resources is requesting the approval and adoption of the deletion of 1.0 FTE vacant Department Analyst I/II allocation and the addition of 1.0 FTE Administrative Analyst I/II allocation in the Health and Human Services Agency due to a lateral reclassification. Consistent with Personnel Rule 612.1 Lateral Reclassification, the salary will remain as-is.

ALTERNATIVES

The Board could choose not to approve the proposed lateral reclassification and direct Human Resources to make revisions or conduct additional analysis.

PRIOR BOARD ACTION

See above

OTHER DEPARTMENT / AGENCY INVOLVEMENT

El Dorado County Employees' Association, Local 1

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The lateral reclassification will not result in any financial impact, as the salaries for each classification are the same.

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.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Tameka Usher, Director of Human Resources