



Legislation Details (With Text)

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Title: Human Resources Department recommending the Board:
 1) Adopt the revisions to the Information Technologies department-specific class specification: Information Technology Project Manager; and
 2) Adopt and authorize the chair to sign Resolution 023-2021 to:
 a) Approve the bargaining unit designation change for the Information Technologies department-specific classification of Information Technology Project Manager from Unrepresented Management (UM) to UM/Manager (UM/MA); and
 b) Approve the bargaining unit designation for one filled Information Technology Project Manager allocation (position 11) in the Information Technologies Department to UM.

FUNDING: General Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - IT Project Manager CLEAN 4-6-21, 2. B - IT Project Manager REDLINE 4-6-21, 3. C - Resolution 4-6-21, 4. D - Approved Blue Route 4-6-21, 5. Executed Resolution 023-2021

Date	Ver.	Action By	Action	Result
4/6/2021	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board:
 1) Adopt the revisions to the Information Technologies department-specific class specification: Information Technology Project Manager; and
 2) Adopt and authorize the chair to sign Resolution **023-2021** to:
 a) Approve the bargaining unit designation change for the Information Technologies department-specific classification of Information Technology Project Manager from Unrepresented Management (UM) to UM/Manager (UM/MA); and
 b) Approve the bargaining unit designation for one filled Information Technology Project Manager allocation (position 11) in the Information Technologies Department to UM.

FUNDING: General Fund.

DISCUSSION / BACKGROUND

When the Information Technology Project Manager classification was created, the classification was anticipated to provide project management oversight on projects which are highly confidential and would impact the County's administration of employer-employee relations, consistent with the Employer-Employee Relations Resolution, Article I, Section 103 (c) (h); Personnel Rules, Section 22. As such, it was assigned to Unrepresented Management (UM) bargaining unit.

However after consulting with the Director of Information Technologies, it has been determined that the department has a need to utilize this classification for additional positions to provide project management oversight for infrastructure systems and applications development projects that are not

consistent with the abovementioned governing documents. As such, Human Resources is recommending that the classification of Information Technology Project Manager be represented by the El Dorado County Managers' Association (MA) bargaining unit.

Additionally, Human Resources is recommending that one filled Information Technology Project Manager allocation (position #11) be assigned the UM bargaining unit as the incumbent is performing duties consistent with the Employer-Employee Relations Resolution, Article I, Section 103 (c) (h); Personnel Rules, Section 22.

Lastly, a housekeeping change is included in the class specification: the education and experience statement has been updated to be consistent with other classification specifications, which was previously approved by the Board (please refer to the redline version of the class spec in the attachments).

ALTERNATIVES

The Board could choose not to adopt the revised bargaining unit and direct Human Resources to conduct further analysis.

PRIOR BOARD ACTION

18-0931 - Countywide Classification Study Implementation (August 2018)

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Information Technologies Department
El Dorado County Managers' Association

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

There is no impact to Net County Cost. The IT Adopted Budget for FY 2020-21 and the requested budget for FY 2021-22 include sufficient appropriations for the positions.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon Board adoption and approval, please provide a copy of the executed Resolution to Lauren Montalvo in Human Resources.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Joseph Carruesco, Interim Director of Human Resources