



County of El Dorado

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Legislation Details (With Text)

File #: 22-0036 **Version:** 1
Type: Agenda Item **Status:** Approved
File created: 12/17/2021 **In control:** Board of Supervisors
On agenda: 1/11/2022 **Final action:** 1/11/2022
Title: Human Resources Department recommending the Board adopt and authorize the Chair to sign Resolution 011-2022 to change the bargaining unit designation for the classification Traffic Operations Technician from General (GE) to Trades and Crafts (TC).

FUNDING: Road Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Approved Blue Route 1-11-22, 2. B- Approved Resolution 1-11-22, 3. Executed Resolution 011-2022

Date	Ver.	Action By	Action	Result
1/11/2022	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board adopt and authorize the Chair to sign Resolution **011-2022** to change the bargaining unit designation for the classification Traffic Operations Technician from General (GE) to Trades and Crafts (TC).

FUNDING: Road Fund.

DISCUSSION / BACKGROUND

The classification of Traffic Operations Technician is a single position within the County and has been vacant since June 2021. This classification currently has the bargaining unit designation of GE. In July 2021, the Department of Transportation submitted a request to Human Resources to modify the established bargaining unit from GE to TC based on the work being performed. Human Resources reviewed the submission and met with the Department of Transportation to obtain additional details on the request and the scope of work.

Based on the classification performing work similar to a skilled trade, required qualifications, level of responsibility, and general working conditions; Human Resources recommends the bargaining unit designation for the classification in question be changed from GE to TC. This modification is consistent with the department's organizational structure.

ALTERNATIVES

The Board can leave the Traffic Operations Technician bargaining unit unchanged and direct Human Resources to pursue alternatives.

PRIOR BOARD ACTION

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Public Employees, Local #1
Operating Engineers, Local #3 - Trades and Crafts
Department of Transportation

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The financial impact of changing the classification from the GE to TC bargaining unit could result in approximately \$500 of savings a year due to differences in compensation and benefits in the bargaining units based upon the elections of employee once the classification is filled.

CLERK OF THE BOARD FOLLOW UP ACTIONS

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

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Joseph Carruesco, Director of Human Resources