



Legislation Details (With Text)

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On agenda: 8/16/2022 **Final action:** 8/16/2022

Title: Human Resources Department recommending the Board approve and adopt the revised department-specific class specification for Sr. Deputy Probation Officer.

FUNDING: N/A

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Sr. Deputy Probation Officer REDLINE.pdf, 2. B - Sr. Deputy Probation Officer FINAL.pdf

| Date | Ver. | Action By | Action | Result |
|-----------|------|----------------------|----------|--------|
| 8/16/2022 | 1 | Board of Supervisors | Approved | Pass |

Human Resources Department recommending the Board approve and adopt the revised department-specific class specification for Sr. Deputy Probation Officer.

FUNDING: N/A

DISCUSSION / BACKGROUND

The Probation Department contacted Human Resources requesting a review of the classification specification for Sr. Deputy Probation Officer. Probation is experiencing difficulty in recruiting and filling its vacancies for this position. In reviewing the class specification, it was determined the recruitment difficulties are due, in part, to the specific education requirements listed in the minimum qualifications. After discussion with the department, the minimum qualifications have been revised to allow more flexibility for candidates to meet the requirements. The revision retains the core knowledge, skills and ability requirements, while allowing candidates with various levels of education and experience to qualify for the position. The revised minimum qualification is expected to allow a larger, yet still qualified, candidate pool to advance in the recruitment process. Internal candidates who previously did not meet the specific requirement may now be eligible to apply for promotional opportunities, thus increasing the qualified candidate pool, encouraging internal advancement, and having a positive effect on morale.

ALTERNATIVES

The Board could choose not to approve the revised class specification or request that revisions be made.

PRIOR BOARD ACTION

None

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Probation Department
El Dorado County Probation Officers Association

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

There is no financial impact related to approving and adopting the revised class specification.

CLERK OF THE BOARD FOLLOW UP ACTIONS

None

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

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