



Legislation Text

File #: 14-1002, **Version:** 1

Human Resources Department recommending the Board consider the following:

- 1) Approve the classification specification for the position of Chief Financial Fiscal Officer - Unrepresented Management unit (UM) so that a Job Classification Number may be assigned;
 - 2) Authorize the Chair to sign Resolution **122-2014** confirming the salary range and bargaining unit designation for the Chief Financial Fiscal Officer - UM; and
 - 3) Amend the Authorized Personnel Allocation Resolution for the Chief Administrative Office to add 1.0 FTE Chief Financial Fiscal Officer - UM, and delete 1.0 FTE Chief Financial Fiscal Officer.
- These changes are the result of a technical issue specific to bargaining units and do not result in any new staff or increased salary costs.

Fiscal Impact/Change to Net County Cost

No fiscal impact or change to net county cost.

Background

Resolution 112-86, the Employer/Employee Relations Resolution (EER), in part, established bargaining units for the County of El Dorado. The EER was further amended by Resolution 106-2005, which added additional bargaining units, including the Management Unit (MA). Language in the Resolution allowed for positions designated as "MA" to be excluded from this unit based on the positions responsibility within certain specified departments. MA positions identified as excluded from the Chief Administrative Office are those that are "involved in budget analysis and policy development".

The Recommended Budget for FY 2013/2014 included the addition of a Chief Fiscal Officer (CFO) in the Chief Administrative Office. The CFO classification resides in the MA unit and is used in multiple departments within the County. Based on the exclusion language in Resolution 106-2005, the position in the Chief Administrative Office was assigned to the Unrepresented Management unit (UM), rather than the MA unit.

Reason for Recommendation

The classification of CFO exists in two separate bargaining units. These bargaining units receive salary and benefit adjustments at different times and levels. In order to differentiate between the two bargaining units salary and benefits packages, a separate Job Classification Number must be created for accurate business processes to occur and be documented. Additionally, these changes are necessary in order for the payroll system to process changes in salaries for these positions and to create transparency on our Salary Schedule required by PERS and show the correct salaries for these positions.

Clerk of the Board Follow Up Actions

Provide Human Resources with a copy of the fully executed Resolution.

Contact

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Concurrences

Chief Administrative Office

Manager's Association