



# County of El Dorado

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## Legislation Text

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**File #:** 18-0301, **Version:** 1

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Human Resources Department recommending the Board approve the insertion of a minimum qualification substitution pattern to the existing Deputy Probation Officer I/II - Institutions classification specification.

### **FUNDING:** N/A

#### **DEPARTMENT RECOMMENDATION**

Human Resources Department recommending the Board approve the insertion of a minimum qualification substitution pattern to the existing Deputy Probation Officer I/II - Institutions classification specification.

#### **DISCUSSION / BACKGROUND**

The Human Resources Department, through collaboration with the Probation Department and the El Dorado County Probation Officer's Association, agrees that the current Deputy Probation Officer II - Institutions classification should include a substitution pattern to substitute education for experience on a year for year basis. This substitution pattern will increase the number of qualified candidates/employees and will not have a negative impact on employees performing the duties of the job.

This request is outside of the County-wide classification study implementation as we are asking that the existing classification specification be updated; further, we believe this revision is outside of the authority of the Director of Human Resources. However, revised classification specifications and recommended allocations for the Probation Department will be brought before Board for approval and adoption in phase III of the class study implementation.

#### **ALTERNATIVES**

The Board could choose to reject the substitution pattern and require that all Deputy Probation Officer II - Institutions candidates have an associate degree.

#### **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

El Dorado County Probation Officer's Association and the Probation Department

#### **CAO RECOMMENDATION**

It is recommended that the Board approve this item.

#### **FINANCIAL IMPACT**

None.

#### **CLERK OF THE BOARD FOLLOW UP ACTIONS**

None.

#### **STRATEGIC PLAN COMPONENT**

Good Governance

CONTACT

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