



County of El Dorado

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Legislation Text

File #: 08-0083, **Version:** 2

Probation Department recommending the promotion of Steve Heggen from Supervising Probation Officer to Deputy Chief Probation Officer at Step 3 of the salary range effective December 22, 2007 (Pay period 1-2008).

RECOMMENDED ACTION: Approve.

FUNDING: Probation - General Fund

Fiscal Impact/Change to Net County Cost:
No fiscal impact or change to net county cost.

Background:

Effective December 22, 2007, pay period 01-2008, Steve Heggen was promoted to the position of Deputy Chief Probation Officer. His previous position within the El Dorado County Probation Department was that of Supervising Probation Officer for over seven years, and a total of 16 years of progressively more responsible assignments. Steve Heggen has excelled in program development, and has represented El Dorado County within the community of South Lake Tahoe in an exemplary manner. Steve Heggen has an A.A. Degree in Psychology, a B.A. Degree in Psychology, and a Masters Degree in Management. He is a college professor within our community, and continually shares his talents within our Department and staff.

Reason for Recommendation:

Due to the high level of expertise that Steve Heggen brings to the El Dorado County Probation Department, it was recommended that Mr. Heggen receive Step 3 of his new salary range, to compensate the talent that he brings to the Department. However, based on current language in the Personnel Management Resolution under Salary on Promotion, it is not possible to promote at a step which is more than 5% above the employee's current rate of pay; therefore the request is being brought before the Board for approval.

Previous to this promotion, it should be well noted that the Probation Department attempted to fill a Deputy Chief Probation Officer position in Placerville, and experienced three failed recruitments. In this case, the recruitment took two attempts, and had few applicants. The Probation Department is very fortunate to have Steve Heggen in this position, and requests to compensate him in a manner that reflects his contribution to El Dorado County. It should be noted that as a Supervising Probation Officer, Mr. Heggen could potentially earn more than a manager through overtime, with less responsibility than he is willing to assume.

It is respectfully recommended that Steve Heggen receive Step 3 effective December 22, 2007. The Probation budget includes funding for this position at Step 3.

Action to be taken following Board approval:

1) Human Resources to process the PPF for Steve Heggen at Step 3 for Deputy Chief Probation

Officer, effective December 22, 2007, pay period 01-2008.

Contact:

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