



Legislation Text

File #: 19-1178, **Version:** 1

Human Resources Department recommending the Board adopt and authorize the Chair to sign Resolution **132-2019** to approve, due to a downward reclassification, the deletion of 1.0 FTE Animal Control Operations Manager and the addition of 1.0 FTE Supervising Animal Control Officer in the Health and Human Services Agency.

FUNDING: N/A

DISCUSSION / BACKGROUND

In June 2016, the County engaged Koff and Associates (K&A) for the provision of professional services to design, conduct, and assist in recommending an implementation approach of a classification (Phase I) and compensation (Phase II) study for all County positions. The overall goals of the classification and compensation study included: developing a competitive and fiscally responsible pay and benefit structure that is based upon market data and meets the needs of the County with regards to recruitment and retention of qualified staff; ensuring employees be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis; and ensuring class specifications reflect current programs, responsibilities, and technology.

In September 2017, the Human Resources Department requested and received Board approval (Legistar # 16-0098) to implement, in phases, the County-Wide classification study.

The Human Resources Department has been working with departments (management and employees) and unions to finalize for Board consideration the newly-proposed class specifications and reclassifications (and subsequent allocation changes). The following downward reclassification is the result of Koff & Associates studying the position and making a recommendation to ensure that the duties currently being performed are in alignment with the correct classification.

Health and Human Services Agency

Department-specific class specification:

- Supervising Animal Control Officer
 - Downward reclassification of 1.0 FTE position from Animal Control Operations Manager to Supervising Animal Control Officer.
 - The salary is proposed to be Y-rated, which is consistent with Personnel Rule 612.3, Downward Reclassification.

ALTERNATIVES

The Board could choose not to adopt the proposed downward reclassification and direct Human Resources to conduct additional analysis.

PRIOR BOARD ACTION

See above.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

El Dorado County Managers' Association
Operating Engineers Local Union No. 3, Trades and Crafts Bargaining Unit
Health and Human Services Agency

CAO RECOMMENDATION

It is recommended that the Board approve this item.

FINANCIAL IMPACT

The downward reclassification will not result in any financial impact, as the incumbent's salary is proposed to be Y-rated.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon Board adoption and approval, please provide a copy of the fully executed Resolution to Katie Lee in Human Resources.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Tameka Usher, Director of Human Resources