



Legislation Text

File #: 19-1440, **Version:** 1

Human Resources Department recommending the Board:

- 1) Adopt the revised Department of Transportation department-specific Maintenance Superintendent class specification (Title Change from Highway Superintendent); and
- 2) Adopt the revised Department of Transportation department-specific Deputy Director of Maintenance and Operations class specification; and
- 3) Adopt and authorize the Chair to sign Resolution **165-2019** to approve the abovementioned title change.

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.

Revised class specification

- All sections in the class specification were updated to better reflect the duties and responsibilities currently being performed and to be consistent with industry standards.

Department of Transportation

- Maintenance Superintendent
 - Class specification revisions
 - Title change from Highway Superintendent
- Deputy Director of Maintenance and Operations
 - Class specification revisions only

ALTERNATIVES

The Board could choose not to adopt the revised class specifications and direct Human Resources to make revisions.

PRIOR BOARD ACTION

See above.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

El Dorado County Managers' Association

CAO RECOMMENDATION

It is recommended that the Board approve this item.

FINANCIAL IMPACT

The adoption of the revised class specifications will not result in any financial impact, as there are no corresponding changes to the compensation structure.

CLERK OF THE BOARD FOLLOW UP ACTIONS

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

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Tameka Usher, Director of Human Resources