



## Legislation Text

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**File #:** 20-0455, **Version:** 1

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Human Resources Department recommending the Board adopt and authorize the Chair to sign Resolution **057-2020** to approve the deletion of 1.0 FTE vacant Department Analyst I/II allocation and the addition of 1.0 FTE Administrative Analyst I/II allocation in the Health and Human Services Agency (HHSA) due to a lateral reclassification.

**FUNDING:** General Fund with reimbursement by HHSA programs through an Indirect Cost Rate.

### **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 Item 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 allocation changes. Given the information above, Human Resources is requesting the approval and adoption of the deletion of 1.0 FTE vacant Department Analyst I/II allocation and the addition of 1.0 FTE Administrative Analyst I/II allocation in the Health and Human Services Agency due to a lateral reclassification. Consistent with Personnel Rule 612.1 Lateral Reclassification, the salary will remain as-is.

### **ALTERNATIVES**

The Board could choose not to approve the proposed lateral reclassification and direct Human Resources to make revisions or conduct additional analysis.

### **PRIOR BOARD ACTION**

See above

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

El Dorado County Employees' Association, Local 1

### **CAO RECOMMENDATION**

Approve as recommended.

### **FINANCIAL IMPACT**

The lateral reclassification will not result in any financial impact, as the salaries for each classification are the same.

**CLERK OF THE BOARD FOLLOW UP ACTIONS**

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

**STRATEGIC PLAN COMPONENT**

Good Governance

**CONTACT**

Tameka Usher, Director of Human Resources