



# County of El Dorado

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## Legislation Text

File #: 09-0589, Version: 1

Chief Administrative Office recommending advanced step placement of Joline Davison at Step 5 of the salary range for the Extra Help position of Senior Vector Control Technician for the West Slope Mosquito Abatement Program retroactive to pay period ten.

**FUNDING:** Funding available in the Fiscal Year 2008-2009 and Fiscal Year 2009-2010 budget.

BUDGET SUMMARY:		
Total Estimated Cost		\$25,216 (FY 09-10)
Funding		
Budgeted	\$25,216	
New Funding	\$	
Savings	\$	
Other	\$	
Total Funding Available	\$25,216	
Change To Net County Cost		\$0

Fiscal Impact/Change to Net County Cost: The position is budgeted at Step 5 in the FY 2009-10 department budget proposal, however the difference between Step 3 and Step 5 is approximately \$2,257.

Background: In the FY 2008-09 budget addenda process the West Slope Mosquito Abatement Program was reduced to a seasonal program only. The full-time West Slope Senior Vector Control Technician position was eliminated through a reduction in force with the intent to fill the now seasonal work through extra help. This is the only position that administers the West Slope Mosquito Abatement program.

At the time of the Reduction in Force, the incumbent Senior Vector Control Technician was working in her third year with the Mosquito Abatement program and at Step 4 of the salary schedule. Following the reduction in force, in October of 2008 she was hired at the Department of Transportation as an Engineering Aide at Step 4 of the salary schedule and subsequently received a step increase in November, to place her at Step 5 of the salary schedule. However, the Engineering Aide position at DOT was for six months only, and at the end of the six month period, she was released. Currently, the position with DOT is not funded for the FY 09/10. The employee has now been re-hired at the Environmental Management Department as a seasonal Senior Vector Control Technician. As a seasonal extra help position, the employee is not eligible for benefits, and her employment with the Environmental Management will be during the season only.

Reason for Recommendation: The Senior Vector Control Technician position is difficult to recruit for,

even as a fully benefited, full-time position. As the current attached job specifications indicate, the employee must possess State Certifications in Mosquito Control,. It would be difficult to find an employee with these certifications willing to accept a non-benefited, seasonal position. In addition, although now in an extra help capacity, the employee is still performing the same work under a seasonal program as she was as a full-time county employee. As a result of her years of employment with the Environmental Management Department and the West Slope Mosquito Abatement program, she is familiar with West Slope vector control needs and procedures, and her knowledge, skills and abilities are reflective and in line with the salary of a Step 5 employee. Re-hiring the incumbent employee at Step 5 will be extremely valuable in helping the County maintain its seasonal West Slope Mosquito Abatement program. Since the employee was not previously classified as extra help, the Environmental Management Department does not have the ability to hire at above Step 3 without Board approval.

Action to be taken following Board approval: EMD to submit an amended PPF to the Human Resources Department.

Contact: Mike Applegarth (5123)

Concurrences: