



Legislation Text

File #: 21-1884, **Version:** 1

Human Resources Department recommending the Board, acting as the Board of Directors for the Air Quality Management District, approve and adopt the revised Air Quality Engineer class specification.

FUNDING: N/A

DISCUSSION / BACKGROUND

The Air Quality Management District (AQMD) in conjunction with Human Resources (HR) is requesting the class specification for Air Quality Engineer be revised. These changes are due to how incumbents in the position perform certain functions. There is now a decreased emphasis placed on the less precise technique of visually estimating emissions from stationary and mobile sources of air pollutants to ensure compliance with regulations. While this technique still has value, it has been incorporated with a more integrated approach that includes using concise methods of measurement and emissions calculations for verification. Additionally, there has been difficulty in individuals obtaining Visible Emissions Evaluation (VEE) certification due to delays with the State processing new applications, conducting exams and renewals due to COVID-19. Given the change in emissions evaluation techniques and the delays in the ability to obtain the VEE certification, AQMD and HR recommend the class specification be updated to allow new hires to obtain the VEE certification within 12 months of the date of appointment, as opposed to having that certification prior to appointment.

Additionally, the revision includes a minor proposed change to the education and experience introduction statement. With most classifications that require both education and experience, it is the County's current practice to allow a combination of both to allow applicants to qualify. The most common is where experience could be substituted for some or all of the required education. There are classifications that absolutely require certain degrees or certifications that cannot be substituted with experience. Conversely, it is the Human Resources Department's position and industry standard, that in those same situations education not be solely substituted for the required experience. In these instances, depending on the classification, some education may be substituted - but it's important that the County be clear that education, no matter what degrees are held, cannot substitute all experience.

ALTERNATIVES

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

PRIOR BOARD ACTION

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Air Quality Management District

El Dorado County Employees' Association, Local 1

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

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

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Joseph Carruesco, Director of Human Resources