File #: 22-0036, **Version:** 1

Human Resources Department recommending the Board adopt and authorize the Chair to sign Resolution **011-2022** to change the bargaining unit designation for the classification Traffic Operations Technician from General (GE) to Trades and Crafts (TC).

FUNDING: Road Fund.

DISCUSSION / BACKGROUND
The classification of Traffic Operations Technician is a single position within the County and has been vacant since June 2021. This classification currently has the bargaining unit designation of GE. In July 2021, the Department of Transportation submitted a request to Human Resources to modify the established bargaining unit from GE to TC based on the work being performed. Human Resources reviewed the submission and met with the Department of Transportation to obtain additional details on the request and the scope of work.

Based on the classification performing work similar to a skilled trade, required qualifications, level of responsibility, and general working conditions; Human Resources recommends the bargaining unit designation for the classification in question be changed from GE to TC. This modification is consistent with the department's organizational structure.

ALTERNATIVES
The Board can leave the Traffic Operations Technician bargaining unit unchanged and direct Human Resources to pursue alternatives.

PRIOR BOARD ACTION
N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT
Public Employees, Local #1
Operating Engineers, Local #3 - Trades and Crafts
Department of Transportation

CAO RECOMMENDATION
Approve as recommended.

FINANCIAL IMPACT
The financial impact of changing the classification from the GE to TC bargaining unit could result in approximately $500 of savings a year due to differences in compensation and benefits in the bargaining units based upon the elections of employee once the classification is filled.

CLERK OF THE BOARD FOLLOW UP ACTIONS
Upon Board adoption and approval, please provide a copy of the executed Resolution to Heather

Andersen in Human Resources.

STRATEGIC PLAN COMPONENT
Good Governance

CONTACT
Joseph Carruesco, Director of Human Resources