



## Legislation Text

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**File #:** 22-0034, **Version:** 1

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Human Resources Department recommending the Board:

- 1) Adopt and authorize the Chair to sign Resolution **021-2022** to approve, due to an upward reclassification, the deletion of 1.0 full time equivalent (FTE) Accountant I/II allocation and the addition of 1.0 FTE Accountant/Auditor allocation in the Property Tax unit of the Auditor-Controller's Office; and
- 2) Waive the competitive recruitment and selection process at the request of the appointing authority in accordance with Personnel Rule 507.1.2.

**FUNDING:** General Fund.

### **DISCUSSION / BACKGROUND**

The Human Resources Department (HR) has been working to implement a consistent County-wide classification structure by reclassifying employees to classifications that better align with their duties and responsibilities.

Therefore, HR is recommending the Board approve the upward reclassification of 1.0 FTE Accountant II to 1.0 FTE Accountant/Auditor in the Property Tax unit of the Auditor-Controller's Office.

The competitive recruitment and selection process is being waived by the Board of Supervisors in accordance with Personnel Rule 507.1.2.

The probationary period is being waived at the request of the Auditor-Controller with approval from the Human Resources Director.

The salary is proposed to be set consistent with Personnel Rule 612, Salary on Reclassification, specifically 612.2, Upward Reclassification.

### **ALTERNATIVES**

The Board could choose not to approve any of the recommendations herein and direct Human Resources to make revisions or conduct additional analysis.

### **PRIOR BOARD ACTION**

N/A

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

El Dorado County Employees' Association, Local 1, AFSCME Council 57

### **CAO RECOMMENDATION**

Approve as recommended.

### **FINANCIAL IMPACT**

The upward reclassification will result in approximately \$2,250 in increased costs for the remainder of Fiscal Year 2021-22 and \$5,900 for a full year. There are sufficient savings in the current year to cover the costs of the increase.

**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