



Legislation Text

File #: 22-0107, **Version:** 1

Environmental Management Department recommending the Board adopt and authorize the Chair to sign Resolution **023-2022** amending the current Authorized Personnel Allocation Resolution 064-2021 to add 2.0 full-time equivalent (FTE) Development Aide I/II - Limited Term positions for the purpose of Caldor Fire recovery.

FUNDING: General Fund

DISCUSSION / BACKGROUND

Environmental Management was approved to hire up to 5 extra help Development Aide I/II positions to assist with the Fire response efforts following the Caldor Fire. The assistance provided by these individuals, as detailed in our initial request for Extra Help through the Emergency Response fund, is critical to managing the overwhelming work load incoming due to the Caldor Fire response and provide timely and effective assistance to those in our community who lost their homes.

Due to recruitment difficulties and the changing workload as the recovery effort transitions from clean up to rebuilding, Environmental Management is requesting that 2.0 full-time equivalent (FTE) Development Aide I/II -Limited Term be added to the personnel allocation. After multiple postings and interviews, two extra help employees were obtained upon offering Step 3 of the salary schedule. In addition, the initial fire clean-up efforts are nearing completion, and the bulk of the work is shifting to rebuilding in the burn area. Additional Development Aide work is needed in order to conduct property research and process permits for water and septic systems. Environmental Management expects that the bulk of this work will occur over the next six months. Extra help positions are subject to 28 hours of work in a week. By allocating limited term positions rather than utilizing extra help, the Department can allow a full 40 hour work week, allowing the work to be completed in an efficient and timely manner.

This action will modify the use of Caldor Fire assistance from five (5) Extra Help Development Aides to Two Limited Term Development Aides and one Extra Help Development Aide with the net cost remaining the same.

ALTERNATIVES

The Board could choose not to allocate the Limited Term positions.

PRIOR BOARD ACTION

Board item #21-1722 (November 2, 2021) funded \$102,000 from the Caldor Relief Designation for the five extra help positions.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Chief Administrative Office, Human Resources

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

On November 2, 2021 the Board approved \$102,000 from the Caldor Relief Designation for the five extra help positions. The cost of two Limited Term Development Aide I/II, at Level I, salary step III, is approximately \$80,000. Approximately \$7,000 has already been spent on the extra help position. This leaves \$15,000 in funding for extra help employees, which may also be needed for the Caldor Fire recovery effort. No additional funding is needed, and no Budget Amendment is necessary. As specified in the November 2, 2021 item, the work is likely an eligible FEMA expense, and the Department will seek reimbursement. The reimbursement ratio is 75% FEMA, 18.75% CalOES and 6.25% County Match. Reimbursement will reduce the net County Cost of these positions, however, the final amount to be reimbursed is not yet known.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon approval, Clerk of the Board to return one certified copy of the executed Personnel Resolution to Michael Reddin in Human Resources.

STRATEGIC PLAN COMPONENT

Public Safety

CONTACT

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