



Legislation Text

File #: 22-0559, **Version:** 1

Environmental Management Department recommending the Board adopt and authorize the Chair to sign Resolution **059-2022** amending the current Authorized Personnel Allocation Resolution 064-2021 to add 2.0 full-time equivalent (FTE) Vector Technician I/II - Limited Term positions to Environmental Management's South Lake Tahoe Office.

FUNDING: CSA 3 Vector Control.

DISCUSSION / BACKGROUND

Environmental Management currently has one Sr. Vector Control Technician and one Limited-Term Vector Technician I/II position allocated to the Department. Vector Control activities are seasonal, since the work is needed only from Spring through early Fall. The Limited Term status of these positions allows for employees to work for the season and then leave County employment temporarily during the off season.

The Department also consistently budgets enough funding for up to four seasonal extra help Vector Control Technicians. Annual recruitment of the current extra-help positions has proven to be increasingly difficult due to the limited number of qualified candidates and neighboring competing agencies. Environmental Management has in recent years only hired two out of four extra help vector technician positions.

Adding 2 FTEs additional Limited Term Vector Control Technicians I/II (for the equivalent of two seasonal positions) will provide consistency within the program. These positions will benefit the Department by saving time and resources in not having to conduct annual interviews and eliminating the need to train new staff each season. EMD is anticipating that the previous two extra help incumbents will be applying for these positions. In addition to streamlining the hiring process for these seasonal employees, converting two of the extra help positions to Limited Term will provide benefits and salary increases based on annual performance evaluations consistent with those of their coworkers.

Retaining proficient employees benefits the CSA 3 Vector Control District, which strives to maintain a high level of service to the residents in the community.

ALTERNATIVES

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

PRIOR BOARD ACTION

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Human Resources

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The conversion of these extra help positions to Limited Term positions will result in an approximately \$10,000 increase each year in the CSA 3 Vector Control budget. For the current year, costs will be covered by savings in the FY 2021-22 budget.

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

Healthy Communities

CONTACT

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