



Legislation Text

File #: 23-1154, **Version:** 1

Chief Administrative Office recommending the Board adopt and authorize the Chair to sign Resolution **088-2023** to:

- 1) Approve the Authorized Personnel Allocation, with the personnel allocation schedule included by reference as Exhibit A to the Resolution, based on the Board-approved Fiscal Year 2023-24 Recommended Budget and the lateral reclassification of 23.5 full-time equivalent allocations of Deputy Probation Officer (DPO) I/II (B) classifications who wished to be laterally reclassified to a commensurate-level DPO I/II/III (A) classification pursuant to the Letter of Agreement between the County of El Dorado and the El Dorado County Probation Officers Association;
- 2) Direct the Director of Human Resources to waive the competitive recruitment and selection process for the laterally reclassified Deputy Probation Officer incumbents who meet the minimum qualifications of the new classification; and
- 3) Approve the expiration dates of limited term allocations as outlined in Exhibit B.

FUNDING: Countywide Budget.

DISCUSSION / BACKGROUND

The Board approved the FY 2023-24 Recommended Budget on Tuesday, June 13, 2023, and directed the Chief Administrative Office to return no later than June 30, 2023, with a recommendation to adopt the Fiscal Year 2023-24 Authorized Personnel Allocation Resolution. The attached resolution reflects all position allocations for FY 2023-24, based on the Board approved Fiscal Year 2023-24 Recommended Budget.

In addition, County of El Dorado (County) and the El Dorado County Probation Officers Association (“Association”) representing employees in the Probation Bargaining Unit, have an executed Memorandum of Understanding (MOU) for the period of January 1, 2023, through December 31, 2025. Prior to the adoption of the current MOU, the Probation Department and Association worked closely together to conceptualize a consolidation of the Deputy Probation Officer (DPO) field and Institution classifications in order to improve operational flexibility. A majority of the negotiated terms were incorporated into the current MOU and went into effect when the Board adopted the recommended consolidation. The MOU provided for the adoption of a new, consolidated field and institution class series DPO I/II/III (A) and Supervisor (A) (collectively “DPO-A”); retitling and amendment of then titled DPO (“field”) classifications to DPO I (B), II (B), SR (B), and Supervisor (B) classifications (collectively “DPO-B”); and memorialized the planned abolishment of the DPO-B, so that only a single, consolidated DPO classification series would remain.

The Parties had a mutual interest in offering an opportunity for employees in the PR bargaining unit to voluntarily request lateral reclassification from a DPO-B classification to a commensurate level DPO-A classification as lateral reclassification furthers progress towards a single DPO classification series consolidation and planned abolishment of DPO-B classes, in a more timely and administratively efficient manner than otherwise might occur through competitive recruitment and selection processes or pursuant to individual reclassification study rules and methodology under the Personnel Rules. Therefore, on May 16, 2023, the Board adopted a negotiated Letter of Agreement

(LOA), which prescribes the process and deadline for the lateral reclassification.

Pursuant to the terms of the LOA, Exhibit A to the Personnel Allocation Resolution includes the lateral reclassification of and waiving of the competitive recruitment and selection process for 23.5 full-time equivalent DPO allocations and their incumbent employees who voluntarily requested reclassification and met the minimum qualifications required for the new classifications.

Lastly, in accordance with Section 1105 of the County of El Dorado Personnel Rules, a limited term appointment is an at-will appointment in the unclassified service made to an approved limited term allocation which has a fixed expiration date. Exhibit B to the Personnel Allocation lists all expiration dates for Limited Term allocations in the Personnel Allocation. The Personnel Allocation Resolution includes the approval of the expiration dates of all County limited term allocations as listed in Exhibit B. If a department wishes to extend a Limited Term allocation, they will be required to return to the Board for approval of that extension in accordance with Section 1105 of the County of El Dorado Personnel Rules.

ALTERNATIVES

The Board may choose to make changes to the personnel allocation.

PRIOR BOARD ACTION

01/24/2023 - 23-0092 Approval of Probation MOU

05/16/2023 - 23-0926 Approval of Letter of Agreement

06/13/2023 - 23-1120 Approval of the FY 2023-24 Recommended Budget

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Human Resources, County Counsel

FINANCIAL IMPACT

Funding for the positions has been included in the FY 2023-24 Recommended Budget.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Clerk to obtain the Chair's signature on the Resolution and provide a copy to the Chief Administrative Office and the Human Resources Department.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

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