

POSITION ADJUSTMENT REQUEST

NO. 26327
DATE 8/29/2024

Department Multiple Departments Department No./
Budget Unit No. _____ Org No. _____ Agency No. _____

Action Requested: Approve reclass of (1) DA Chief of Administrative Services; (1) Probation Chief of Administrative Services; (1) PW Chief of Fiscal Services; (1) Sheriff Chief of Mgmt Services – Exempt; (1) Fire District Chief of Administrative Services positions to Chief of Administrative Services II – Exempt and (1) Chief of Administrative Services II – Exempt to Dept HR Officer II and abolish all dept specific classifications.

Proposed Effective Date: 10/1/2024

Classification Questionnaire attached: Yes No / Cost is within Department’s budget: Yes No

Total One-Time Costs (non-salary) associated with request: \$0.00

Estimated total cost adjustment (salary / benefits / one time):

Total annual cost \$23,100 Net County Cost \$0.00
Total this FY \$17,325 N.C.C. this FY \$0.00

SOURCE OF FUNDING TO OFFSET ADJUSTMENT The affected positions are within numerous departments.

Department must initiate necessary adjustment and submit to CAO.
Use additional sheet for further explanations or comments.

Nicole Bilich

(for) Department Head

REVIEWED BY CAO AND RELEASED TO HUMAN RESOURCES DEPARTMENT

Chrystine Robbins (for) 9/5/2024

Deputy County Administrator Date

HUMAN RESOURCES DEPARTMENT RECOMMENDATIONS

DATE 6/13/2024

Approve reclass of (1) DA Chief of Administrative Services; (1) Probation Chief of Administrative Services; (1) PW Chief of Fiscal Services; (1) Sheriff Chief of Mgmt Services – Exempt; (1) Fire District Chief of Administrative Services positions to Chief of Administrative Services II – Exempt and (1) Chief of Administrative Services II – Exempt to Dept HR Officer II and abolish all dept specific classifications as outlined.

Amend Resolution 71/17 establishing positions and resolutions allocating classes to the Basic / Exempt salary schedule.

Effective: Day following Board Action.
 10/1/2024(Date)

Nicole Bilich 8/29/2024

(for) Director of Human Resources Date

COUNTY ADMINISTRATOR RECOMMENDATION:

DATE 09/05/24

Approve Recommendation of Director of Human Resources
 Disapprove Recommendation of Director of Human Resources
 Other: _____

Jason Chan

(for) County Administrator

BOARD OF SUPERVISORS ACTION:

Adjustment is APPROVED DISAPPROVED

Monica Nino, Clerk of the Board of Supervisors
and County Administrator

DATE _____ BY _____

APPROVAL OF THIS ADJUSTMENT CONSTITUTES A PERSONNEL / SALARY RESOLUTION AMENDMENT

POSITION ADJUSTMENT ACTION TO BE COMPLETED BY HUMAN RESOURCES DEPARTMENT FOLLOWING BOARD ACTION

Adjust class(es) / position(s) as follows:

REQUEST FOR PROJECT POSITIONS

Department _____

Date _____

No. _____

1. Project Positions Requested:

2. Explain Specific Duties of Position(s)

3. Name / Purpose of Project and Funding Source (do not use acronyms i.e. SB40 Project or SDSS Funds)

4. Duration of the Project: Start Date _____ End Date _____
Is funding for a specified period of time (i.e. 2 years) or on a year-to-year basis? Please explain.

5. Project Annual Cost
 - a. Salary & Benefits Costs: _____
 - b. Support Costs: _____
(services, supplies, equipment, etc.)
 - c. Less revenue or expenditure: _____
 - d. Net cost to General or other fund: _____

6. Briefly explain the consequences of not filling the project position(s) in terms of:
 - a. potential future costs
 - b. legal implications
 - c. financial implications
 - d. political implications
 - e. organizational implications

7. Briefly describe the alternative approaches to delivering the services which you have considered. Indicate why these alternatives were not chosen.

8. Departments requesting new project positions must submit an updated cost benefit analysis of each project position at the halfway point of the project duration. This report is to be submitted to the Human Resources Department, which will forward the report to the Board of Supervisors. Indicate the date that your cost / benefit analysis will be submitted

9. How will the project position(s) be filled?
 - a. Competitive examination(s)
 - b. Existing employment list(s) Which one(s)? _____
 - c. Direct appointment of:
 1. Merit System employee who will be placed on leave from current job
 2. Non-County employee

Provide a justification if filling position(s) by C1 or C2

USE ADDITIONAL PAPER IF NECESSARY