



Legislation Details (With Text)

File #:	24-2842	Version:	1	Name:	
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File created:	8/9/2024	In control:		BOARD OF SUPERVISORS	
On agenda:	9/10/2024	Final action:		9/10/2024	
Title:	ADOPT Position Adjustment Resolution No. 26326 to reclassify one (1) vacant Human Resources Analyst (AGTF) (unrepresented) position (20516) at salary plan and grade B85 1631 (\$8,195.09 - \$12,107.88) to one (1) Human Resources Technician (AG7B) (unrepresented) position at salary plan and grade B85 1136 (\$6,316.93 - \$7,678.27). The position will remain assigned to the Human Resources Department and funded by the Employment and Human Services Department. (100% EHSD)				
Attachments:	1. Cost Analysis - HR Analyst + HR Technician, 2. P300 26326- Updated 9.4.pdf, 3. Signed P300 26326.pdf				

Date	Ver.	Action By	Action	Result	Tally
9/10/2024	1	BOARD OF SUPERVISORS	approved	Pass	

To: Board of Supervisors

From: Ann Elliott, Human Resources Director

Report Title: Reclassify one (1) Human Resources Analyst position to one (1) Human Resources Technician position within the Human Resources Department, as a dedicated resource recruiting for the Employment and Human Services Department.

☒ Recommendation of the County Administrator ☐ Recommendation of Board Committee

RECOMMENDATIONS:

ADOPT Position Adjustment Resolution No. 26326 to reclassify one (1) vacant Human Resources Analyst (AGTF) (unrepresented) position at salary plan and grade B85 1631 (\$8,195.09- \$12,107.88) to one (1) Human Resources Technician (AG7B) (unrepresented) position at salary plan and grade B85 1136 (\$6,316.93 - \$7,678.27). The position will remain assigned to the Human Resources Department and funded by the Employment and Human Services Department.

FISCAL IMPACT:

The net fiscal impact is an annual decrease of approximately \$87,856. The position will remain funded by the Employment and Human Services Department and allocated to the Human Resources Department.

BACKGROUND:

Currently the Employment and Human Services Department (EHSD) funds 100% of three (3) Human

Resources Analyst positions augmented to the Human Resources Department. These positions specifically support EHSD with all recruitment, classification, and compensation activities. EHSD and Human Resources have found that the needs of department require the support of both the Human Resources Analyst and Human Resources Technician classifications. Adjusting to a model of two (2) Human Resources Analysts and one (1) Human Resources Technician will provide more balanced coverage for the department specific tasks. These dedicated staff positions, assigned to exclusively support recruitment and human resources efforts for EHSD, are employees of the Human Resources Department and physically reside within the Central HR office.

CONSEQUENCE OF NEGATIVE ACTION:

The Human Resources Department will not be able to provide the dedicated support needed to handle the different levels of recruitment actions for the Employment and Human Services Department.