POSITION ADJUSTMENT REQUEST

NO. <u>25612</u>
DATE <u>6/12/2020</u>

Department No./
Department <u>CAO/Probation</u>   Budget Unit No. <u>0308</u> Org No. <u>3000</u> Agency No. <u>30</u>

Action Requested: ADOPT Position Adjustment Resolution No. 25612 establish and add one Director, ORJ, transfer position #17453 & #17026 and incumbents to Probation 0308,create and add one ORJ Senior Program Analyst to Probation, appoint EE #87827 to new Sr Program Analyst,and delete one Senior Management Analyst Position (Pos #17599).

Proposed Effective Date: <u>7/1/2020</u>

Classification Questionnaire attached: Yes ☐ No ☒ / Cost is within Department's budget: Yes ☒   No ☐

Total One-Time Costs (non-salary) associated with request: _____

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

Total annual cost <u>$0.00</u>		Net County Cost <u>$0.00</u>	
Total this FY <u>$0.00</u>		N.C.C. this FY <u>$0.00</u>	

SOURCE OF FUNDING TO OFFSET ADJUSTMENT <u>AB 109</u>

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

Paul Reyes
_____
(for) Department Head

REVIEWED BY CAO AND RELEASED TO HUMAN RESOURCES DEPARTMENT

Paul Reyes   6/12/2020
_____   _____
Deputy County Administrator   Date

HUMAN RESOURCES DEPARTMENT RECOMMENDATIONS   DATE <u>7/7/2020</u>
Establish and add one Director of the Office of Reentry and Justice; transfer one Deputy Director of Office of Reentry and Justice-Project and the incumbent and transfer one Research and Evaluation Manager and the incumbent to the Probation Dept; establish the ORJ Senior Program Analyst; transfer one Senior Management Analyst and the incumbent to the Probation Dept and reclassify to the new ORJ Senior Program Analyst. Abolish class ADD7.

Amend Resolution 71/17 establishing positions and resolutions allocating classes to the Basic / Exempt salary schedule.
Effective: ☐ Day following Board Action.
            ☒ <u>7/1/20</u>(Date)   Gladys Scott Reid   7/7/2020
                                        _____   _____
                                        (for) Director of Human Resources   Date

COUNTY ADMINISTRATOR RECOMMENDATION: DATE   _____
☐ Approve Recommendation of Director of Human Resources
☐ Disapprove Recommendation of Director of Human Resources
☐ Other: _____   _____
                                                        (for) County Administrator

BOARD OF SUPERVISORS ACTION: David J. Twa, Clerk of the Board of Supervisors
Adjustment is APPROVED ☐   DISAPPROVED ☐   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 <u>7/8/2020</u>   No. <u>xxxxxx</u>

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   d. political implications
    b. legal implications   e. organizational implications
    c. financial 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

<div align="center">USE ADDITIONAL PAPER IF NECESSARY</div>