POSITION ADJUSTMENT REQUEST

NO. 2 6 0 5 7

DATE 10/14/2022

Department No.

Department <u>Employment and Human Services</u>   Budget Unit No. _____ Org No. _____ Agency No. A19

Action Requested: Add three hundred forty-three (343) Social Service Program Assistant (X0SA) (represented) positions and delete three hundred ten (310) Eligibility Worker I/II/III (XHWA/XHVA/XHTB) positions and delete 33 Medi-Cal Program Assistant (XHSB) positions in the Employment and Human Services Department.

Proposed Effective Date: <u>10/26/22</u>

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

Total One-Time Costs (non-salary) associated with request: <u>$0.00</u>

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

Total annual cost <u>$9,785,151.00</u>   Net County Cost <u>$684,961.00</u>

Total this FY   <u>$5,824,495.00</u>   N.C.C. this FY   <u>$407,715</u>

SOURCE OF FUNDING TO OFFSET ADJUSTMENT   <u>62% Federal, 31 % State, 7% County Share</u>

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

Michelle Fregoso 925-608-5025

_____

(for) Department Head

REVIEWED BY CAO AND RELEASED TO HUMAN RESOURCES DEPARTMENT

Danielle Fokkema	10/19/2022
Deputy County Administrator	Date

HUMAN RESOURCES DEPARTMENT RECOMMENDATIONS   DATE 1 0 / 2 0 / 2 2

Add three hundred and forty-three (343) Social Service Program Assistant (X0SA) (represented) positions, delete three hundred and ten (310) Eligibility Worker I/II/III (XHWA/XHVA/XHTB) (represented) positions, and delete thirty-three (33) Medi-Cal Program Assistant (XHSB) (represented) positions in the Employment and Human Services Department.

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

Effective: ☒ Day following Board Action.
            ☐ _____ (Date)

Amanda Monson	10/20/22
(for) Director of Human Resources	Date

COUNTY ADMINISTRATOR RECOMMENDATION: DATE 10-20-22
☒ Approve Recommendation of Director of Human Resources
☐ Disapprove Recommendation of Director of Human Resources
☐ Other: _____

Danielle Fokkema

(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:

P300 (M347) Rev 3/15/01

REQUEST FOR PROJECT POSITIONS

Department _____   Date 10/18/2022   No. xxxxxx

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

                    USE ADDITIONAL PAPER IF NECESSARY