

MONTEREY COUNTY BOARD OF SUPERVISORS

MEETING: May 24, 2011 - Consent	AGENDA NO.: 43
SUBJECT: Adopt a resolution to: a. Amend Personnel Policies and Practices Resolution No. 98-394 to amend Section A.2.4 Difficult to Recruit Positions to include the Worker's Compensation Manager position in the County Administrative Office-Risk Management Division; and b. Authorize the Auditor-Controller to implement the terms of this amendment.	
DEPARTMENT: County Administrative Office-Risk Management Division	

RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 to amend Section A.2.4 Difficult to Recruit Positions to include the Worker's Compensation Manager position in the County Administrative Office-Risk Management Division; and
- b. Authorize the Auditor-Controller to implement the terms of this amendment.

SUMMARY/ DISCUSSION:

The recommended action is designed to provide relief to the County Administrative Office- Risk Management Division for repeated unsuccessful recruitments and failed offers of employment.

The Difficult to Recruit Policy language was approved by your Board for addition to the County's Personnel Policy and Practices Resolution in January 2008. It was intended to address those unique situations in which valid, documented efforts to recruit qualified applicants failed to result in a hire. The policy was later limited to recruitment efforts within the Sheriff's Office and the Election Specialist positions in the Elections Department.

The County Administrative Office-Risk Management Division has made unsuccessful recruitment attempts to fill this position. The Worker's Compensation Manager position is a key position in managing the County's worker's compensation claims and potentially limiting the exposure to liability related to these claims by establishing and maintaining a consistent worker's compensation program. The most recent recruitment was open in August 2010 and has resulted in declined offers of employment due to low pay and absence of support staff dedicated to this function in comparison to other comparable agencies. The recommended action will amend the current policy as indicated in Attachment A and allow the Assistant County Administrative Officer to make an offer of employment with an additional 5% or 10% above the top step of the current salary range.

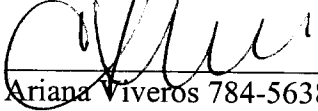
OTHER AGENCY INVOLVEMENT:

None.

FINANCING:

The position is currently vacant, however, once the position is filled it will result in an estimated annualized cost increase of up to \$10,100 for the County Administrative Office-Risk Management Division 1050-8053 budget. The additional cost will be funded from to the Workers' Compensation Internal Service Fund.

Prepared by:



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Date: 5/13/11

Approved by:



Keith Honda
Assistant County Administrative Officer

Date: 5/12/11

cc: Mike Miller, Auditor-Controller
All Department Heads
All Personnel Analyst