

Response to Board Referral 2023.01



Board of Supervisors Meeting
February 7, 2023

Board Referral 2023.01

- The purpose of Board Referral 2023.01 is to consider allowing each Board of Supervisors Office the option of hiring multiple staff for each available position as long as the office stays within the current budget formula for salaries and benefits.
- In response to Board of Supervisor Referral No. 2023.01, the Human Resources Department conducted labor market research of the County's comparable agencies to identify how Board of Supervisor District Offices are staffed.



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Of the eight (8) comparable county agencies, four (4) provide flexible staffing in District Offices for reasons such as:

- Serving constituents in geographically dispersed areas.
- Serving a large unincorporated and incorporated areas.
- Additional responsibilities chairing various Boards and Committees.



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The Human Resources Department has identified the following options for Board consideration:

Option	Staffing	Estimated Costing
Option #1 – Status Quo	(1) Board of Supervisors Chief of Staff (2) Board of Supervisors Policy Analyst (3) Board of Supervisors Executive Assistant	Cost neutral
Option #2 – Flexible Staffing*	(1) Board of Supervisors Chief of Staff (2) Board of Supervisors Policy Analyst	Remainder of Fiscal Year 2022-23: \$100,547.69 (approximately \$20,109.54 per office) Or Estimated Annual Cost: \$241,314.45 (approximately \$48,262.89 per office)

*District Offices would have the option to underfill any of the positions.



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If option #2 is preferred by the Board, the Human Resources Department will work with the Auditor-Controller Office and County Administrative Office to implement the necessary position changes in the FY 2022-23 Adopted Budget.

