



# Monterey County

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## Board Report

Legistar File Number: 18-375

April 24, 2018

Introduced: 3/30/2018

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

Adopt a Resolution to:

Approve reclassification of three (3) FTE Park Services Aide III (68C23) to three (3) FTE Parks Building and Grounds Worker II (72B31) in the Resource Management Agency Parks Unit 001-3000-8475 -RMA006, effective April 14, 2018.

### **RECOMMENDATION:**

Adopt a Resolution to:

Approve reclassification of three (3) FTE Park Services Aide III (68C23) to three (3) FTE Parks Building and Grounds Worker II (72B31) in the Resource Management Agency Parks Unit 001-3000-8475 -RMA006, effective April 14, 2018.

### **SUMMARY/DISCUSSION:**

Monterey County Human Resources Department (HRD) completed a study of the three Park Services Aide III positions in the Resource Management Agency Parks Unit. The findings of the study determined that the current classification of Park Services Aide III no longer reflects the duties or scope of responsibility performed by the incumbents in their position. Over time, due to organizational changes, budget impacts and reduced staffing, the incumbents have assumed higher-level duties such as addressing plumbing maintenance and repairs, operating large and small equipment and tools in building and grounds maintenance duties and performing a variety of carpentry and electrical maintenance repair duties. Two of the incumbents are assigned to the Lake San Antonio work location in South Monterey County and they also assist the Senior Parks Utilities System Specialist with maintenance and repair duties of sewer and water line/pipe repairs and water and pump equipment. It is therefore recommended that the three incumbents be reclassified to Parks Building and Grounds Worker II.

The incumbents are currently working out of class within approved budgeted Parks and Building and Grounds Worker II positions; therefore, a reallocation of position is not necessary.

On March 16, 2018, HRD notified SEIU Local #521 regarding the classification study and the recommendation regarding the represented employees. SEIU concurs with the recommendations.

### **OTHER AGENCY INVOLVEMENT:**

HRD worked with the Resource Management Agency (RMA) regarding the proposed reclassification recommendation. The RMA reviewed and supports the proposed class study recommendations.

**FINANCING:**

There is no financial impact of the above recommended actions to the RMA Parks Unit 001-3000-8475-RMA006. The three individuals affected by the study are currently working out of class and being compensated as Building and Grounds Worker II. The RMA has included in its FY 2018-19 Baseline Budget submission the continuation of the salary and benefits for these three individuals performing as Building and Grounds Worker II. Approval of this action does not have an impact to County General Fund contributions.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

The recommended action addresses the Board of Supervisors' Administration Strategic Initiative and demonstrates the County's commitment to meeting the Board initiatives by attracting, recruiting and retaining a diverse, talented work force that supports the mission of Monterey County. The positions being recruited are mission critical for the Resource Management Agency.

- ☐ Economic Development
- ☒ Administration
- ☐ Health & Human Services
- ☐ Infrastructure
- ☐ Public Safety

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**Attachment:** Resolution