



# County of Monterey

Board of Supervisors  
Chambers  
168 W. Alisal St., 1st Floor  
Salinas, CA 93901

## Board Report

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**File #:** RES 14-087, **Version:** 1

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Adopt Resolution to:

- a. Amend Fiscal Year (FY) 2014-15 Information Technology Budget 1930, Unit 8433, Appropriation Unit INF002 to approve reallocations and reclassifications from Programmer Analyst - Confidential to Software Programmer Analyst III as shown in Attachment A; and
- b. Authorize the Auditor-Controller and County Administrative Office to incorporate these changes into the FY 2014-15 Adopted Budget.

**RECOMMENDATION:**

It is recommended that effective October 4, 2014, the Board of Supervisors:

- a. Amend Fiscal Year (FY) 2014-15 Information Technology Budget 1930, Unit 8433, Appropriation Unit INF002 to approve reallocations and reclassifications from Programmer Analyst - Confidential to Software Programmer Analyst III as shown in Attachment A; and
- b. Authorize the Auditor-Controller and County Administrative Office to incorporate these changes into the FY 2014-15 Adopted Budget.

**SUMMARY:**

The Information Technology Department (ITD) within the County provides IT services to user agencies both inside and outside of Monterey County Government to support agencies with computer systems planning, application programming, systems development, and maintenance services geared to helping each department fulfill its own service mission.

When the department reviewed a majority of the IT class specifications during a reorganization and reclassification effort in 2003, the Programmer Analyst Confidential (PA Confidential) classification was not part of that study. In 2003, the department believed that all of the duties of this classification would cease or “sunset” with the arrival of the Enterprise Resource Planning (ERP) project. As the Programmer Analyst Confidential classification was not included in the reorganization, salary adjustments and modifications were not made to this classification, while adjustments were made to comparable classes within the department. Since the implementation of the ERP in September, 2010, the long term ongoing requirements for incumbents in the PA Confidential classification have been confirmed internally and with client departments, and this classification will not “sunset” as originally planned. Additionally, maintaining regular full-time skilled staff supporting the ERP system is essential to the financial operation of the County and requires substantial skills, training, and knowledge that are specific to the systems supported by the PA Confidential classification. Due to this, a classification study was completed to ensure the appropriate classification that accurately reflects the nature and scope of the work being performed in the incumbent positions is correctly aligned with other County classifications.

As a result of this study, the department is recommending that the incumbents currently in the Programmer Analyst Confidential classification be reclassified and the positions be reallocated to the classification of Software Programmer Analyst III.

**OTHER AGENCY INVOLVEMENT:**

The Human Resources Department has reviewed and concurs with this request.

FINANCING:

This effort is fully funded for FY 2014-15 as this change was anticipated/budgeted for. There is no impact to the General Fund. These changes will be incorporated into the establishment of FY 2015-16 ITD rates. ITD remains a zero Net County Contribution Department.

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Approved by: Dianah Neff, Director of Information Technology, 759-6923  
James May, Director of Human Resources, 755-5129

cc:

County Administrative Office,  
Auditor-Controller,  
Human Resources

Attachments:  
Resolution  
Attachment A