

1 Supervisor Willie Johnson, Jr., Chairperson,
2 By the Committee on Finance, Personnel, and Audit, reporting on:

3
4 File No. 14-508

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6 (ITEM) By the Committee on Finance, Personnel, and Audit, relating to informational
7 reports relative to Reclassification of Existing positions, Advancement within the Pay
8 Range, Reallocations of Non-Represented positions; Appointments at an Advanced Step of
9 the Pay Range; Revisions to Executive Compensation Plan positions; Dual Employment;
10 Emergency Appointments; Temporary Appointments; and Temporary Assignments to a
11 Higher Classification, by recommending adoption of the following:

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13 **A RESOLUTION**

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15 WHEREAS, the Committee on Finance, Personnel, and Audit reviews each month a
16 report from the Department of Human Resources (DHR) relative to Reclassification of
17 Existing positions, Advancement within the Pay Range, Reallocations of Non-Represented
18 positions; Appointments at an Advanced Step of the Pay Range; Revisions to Executive
19 Compensation Plan positions; Dual Employment; Emergency Appointments; Temporary
20 Appointments; and Temporary Assignments to a Higher Classification; and

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22 WHEREAS, the report is marked that "recommendations (of DHR) to be
23 implemented unless Supervisor(s) object;" and

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25 WHEREAS, the report dated May 22, 2014, from the Deputy Director of DHR
26 outlines recommendations related to employee compensation, including reclassifications
27 that are outlined on the first ten pages of the report; and

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29 WHEREAS, the full-year cost for the proposed reclassifications is approximately
30 \$275,299 based on the fiscal impact statements contained in the report; and

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32 WHEREAS, members of the Committee on Finance, Personnel, and Audit expressed
33 concern that policymakers should see the complete picture before approving any changes
34 recommended in the Job Analysis and Evaluation Project, especially the total countywide
35 fiscal impact; now, therefore,

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37 BE IT RESOLVED, the County Board of Supervisors hereby rejects the proposed
38 position reclassifications that are contained in the May 22, 2014, report from the
39 Department of Human Resources on pages one through ten; specifically for the
40 departments of: Corporation Counsel, Human Resources, Combined Courts, Child Support,
41 Comptroller, and Department of Transportation.