



Board Agenda Item 25

DATE: April 8, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

Approve Amendment to the Salary Resolution, establishing the Community Worker classification, deleting nine (9) vacant Road Equipment Operator Trainee positions and adding eighteen (18) Community Worker positions within the Department of Public Works and Planning effective April 14, 2025, as reflected in Appendix “C”.

There is no Net County Cost (NCC) associated with the recommended action. Approval of the recommended action will create a new Community Worker classification, delete nine (9) vacant Road Equipment Operator Trainee positions and add eighteen (18) Community Worker positions to the Department of Public Works and Planning. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, the Community Worker classification would not be established, and the existing classification would remain unchanged.

FISCAL IMPACT:

There is no NCC associated with the recommended action. The estimated prorated cost for the remainder of FY 2024-25 is \$112,199. Sufficient appropriations and estimated revenues to absorb these costs are available in the Public Works and Planning Org 4510 FY 2024-25 Adopted Budget and will be included in future budget requests.

DISCUSSION:

The Department of Public Works and Planning requested a classification and compensation study to create a classification with distinct functions to remove and dispose of illegally dumped waste from roads.

Approval of the recommended action will create a distinct classification for the removal of illegally dumped waste and support the cleaning, maintenance, and restoration of County roads, locations, and other public spaces. Establishing the new Community Worker classification with a clear job description, defined duties, and a competitive salary will strengthen recruitment and retention efforts, improve role clarity, and ensure alignment with County goals.

Approval of the recommended action will also delete nine (9) vacant Road Equipment Operator Trainee positions and add eighteen (18) Community Worker positions.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "C"

CAO ANALYST:

Paige Benavides