



Board Agenda Item 62

DATE: June 20, 2023
TO: Board of Supervisors
SUBMITTED BY: Raman Bath, County Librarian
SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

Approve Amendment to the Salary Resolution moving Library Aide classifications to exist in combination with the corresponding Library Assistant classifications and converting nine (9) part-time Library Aide positions to full-time in Library Org 7511, effective June 26, 2023, as reflected in Appendix C.

There is no Net County Cost or increase in net positions associated with the recommended action. Approval of the recommend action would facilitate flexibility in recruiting and ensure the Department has sufficient staffing in branch service locations by consolidating the part-time and full-time Library Aide classification groups into the Library Assistant classification groups while converting nine (9) part-time Library Aide positions into full-time. This item is countywide.

ALTERNATIVE ACTION(S):

Should your Board not approve the recommended action, the Library will be unable to maximize recruitment flexibilities to meet branch operational needs.

FISCAL IMPACT:

There is no increase in Net County Cost associated with the recommended action. The consolidation and conversion of the positions will be funded from Measure B and property tax revenue. Sufficient appropriations and estimated revenues are included in the Library's Org 7511 FY 2022-23 Adopted Budget and will be included in subsequent budget requests.

DISCUSSION:

Approval of the recommended action will move the Library Aide classifications to exist in combination with the Library Assistant classification series and convert nine (9) part-time Library Aide positions to full-time Library Aide positions. This will allow flexibility in recruitment thus improving branch operating hours, adaptability, and staffing. This will also allow the Department to provide promotional opportunities to aid in retention of knowledgeable staff.

The total number of allocated positions for the Library will not change and there will be no increase in net positions as a result of the recommended action.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution - Appendix C

CAO ANALYST:

Fine Nai