DATE: December 17, 2024

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

Approve Salary Resolution Amendments deleting the Janitor classification, reclassifying all incumbents upwards to Maintenance Janitor county-wide, and retitling all Supervising Janitors to Supervising Maintenance Janitors effective January 6, 2025, as reflected on Appendix "C"

Approval of the recommended action will delete the Janitor classification and reclassify upwards all incumbents to Maintenance Janitor positions. Additionally, Supervising Janitors will be retitled to Supervising Maintenance Janitor. There is a $5,856 increase in Net County Cost (NCC) associated with this action. The Janitor position will be deleted from all departments. This item is countywide.

ALTERNATIVE ACTION(S):
If your board were not to approve the recommended action, the existing classification structure would remain unchanged.

FISCAL IMPACT:
The total estimated cost of the negotiated terms and conditions for FY 2024-25 is approximately $147,887; $5,856 of which is NCC and includes related retirement costs. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed. Sufficient appropriations will be included in the impacted departments 2025-26 budget request.

DISCUSSION:
The County, having a rapidly expanding property footprint which requires janitorial and maintenance services, and Janitors, desiring a further career path with promotional opportunities and stability in their assigned locations, have a mutual interest in reclassifying upwards all current Janitors to the Maintenance Janitor classification. Certain janitorial services are already contracted, having resulted in no layoffs or future layoffs to incumbent Janitors.

REFERENCE MATERIAL:
BAI #32, January 23, 2024

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "C"

CAO ANALYST:

Paige Benavides