



Board Agenda Item 28

DATE: August 20, 2019

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director, Department of Human Resources

SUBJECT: Reinstate "Student Worker" Classification

RECOMMENDED ACTION:

Approve Salary Resolution reinstating and retitling the Student Worker job classification, effective August 26, 2019 (\$0).

Approval of the recommended action will reinstate and retitle the classification of Student Worker as an Extra Help classification in the Salary Resolution. This will allow Departments to hire students as extra-help employees on a temporary basis. This item is countywide.

ALTERNATIVE ACTION(S):

Should your Board not approve the recommended action, most Departments will not be able to effectively recruit college and university students for paid, temporary work/learning opportunities.

FISCAL IMPACT:

There is no immediate cost for the recommended action since it is only a change in the Salary Resolution and no positions will be allocated. There will be some cost for Departments that choose to employ Student Workers, but it will be limited to what the Department can afford within their existing budget.

DISCUSSION:

Student internships bring great value to both the intern and the employer. The intern gains experience, knowledge, skills, and contacts, while the County is able to promote careers in government and receive short-term assistance on projects. The County of Fresno currently offers unpaid internships through numerous departments and has three paid Student Worker classifications - Sheriff's Student Worker, District Attorney Student Worker, and Probation Student Worker. The reinstatement of a fourth, generic Student Worker classification will allow all Departments to hire college and university students as temporary, extra-help employees. A former Student Worker classification (titled Student Professional Worker) was deleted in 2014.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Appendix "C"

REFERENCE MATERIAL:

BAI #54, April 23, 2019

CAO ANALYST:

Debbie Paolinelli