



County of Fresno

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Legislation Text

File #: 22-0431, **Version:** 1

DATE: May 3, 2022
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

- 1. Approve amendment to the Salary Resolution adjusting the following: adding three Human Resources Analyst I/II/III/Senior and one Principal Human Resources Analyst positions; and increasing allocations in the Department of Human Resources, Org 8925, effective May 16, 2022, as reflected on Appendix "A".**
- 2. Approve amendment to the Salary Resolution adjusting the following: adding three Human Resources Analyst I/II/III/Senior, and one Principal Human Resources Analyst positions; and increasing allocations in the Department of Human Resources, Org 1010, effective May 16, 2022, as reflected on Appendix "A".**

There is an estimated \$11,324 increase in Net County Cost (NCC) associated with the approval of the recommended actions. Since FY 2015-16, the number of allocated positions in the County of Fresno has increased by approximately 900 positions while the number of allocated positions in the Department of Human Resources has only increased by 2. Approval of the recommended actions will increase the total number of positions in the Department of Human Resources to meet the needs of the increasing County workforce. With the exception of one position, the Department anticipates that charges to customer departments with third-party funding will fully offset all costs associated with these positions. This item directly affects the Department of Human Resources but has Countywide implications.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the allocated positions in the Department of Human Resources will remain unchanged.

FISCAL IMPACT:

The estimated annual cost of the recommended actions is \$763,203, which includes \$73,604 in NCC. The additional cost for the remainder of FY 2021-22 is \$117,416, which includes \$11,324 in NCC. Sufficient appropriations and estimated revenues to absorb these costs are available in the FY 2021-22 Adopted Budget for Orgs 1010 and 8925. Sufficient appropriations will be included in the FY 2022-23 Recommended Budget requests.

DISCUSSION:

The Department of Human Resources provides centralized countywide management and administrative oversight for activities associated with human resources, labor relations, employee benefits, loss prevention training, and risk management services. In accordance with the County Ordinance Code and

related policies, these human resources activities are provided from a centralized perspective to ensure uniformity and consistency of services delivered and to maximize economies of scale. Since FY 2015-16 the number of allocated positions in the County of Fresno has increased by approximately 900. The number of allocated positions in the Department of Human Resources has only increased by 2.

The addition of the requested positions will allow Human Resources to expand its workforce in order to meet the human resources needs of our growing County departments and continue to provide exceptional customer service. Increasing the number of Human Resources Analysts will allow the department to provide targeted services where needed, recover costs via charges to customer departments and distribute workload more equally among staff.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "A"

CAO ANALYST:

Yussel Zalapa