



AGENDA ITEM NO.
C-10

COUNTY OF HUMBOLDT

For the meeting of: September 5, 2017

Date: August 25, 2017

To: Board of Supervisors

From: Amy S Nilsen, County Administrator Officer *AN*

Subject: Authorize Temporary Increase in Pay for Gitesh Patel, IT Applications Analyst II, pursuant to Article 12.4.1 of the AFSCME Memorandum of Understanding (MOU)

RECOMMENDATION(S):

That the Board of Supervisors:

Authorize a temporary increase in pay for IT Applications Analyst II, Gitesh Patel (Class 0622, Range 444) as though promoted to IT Applications Analyst Supervisor (Class 0644, Range 474) effective with the pay period beginning September 10, 2017 and continuing until the IT Applications Analyst Supervisor position is filled.

SOURCE OF FUNDING:

3550 Information Technology

DISCUSSION:

On August 14, 2017 IT Applications Analyst Supervisor, Sandy Allsop, accepted the position of CAO IT Project Manager, vacating the supervisor position. The IT Applications Analyst Supervisor recruitment has

Prepared by Sandy Allsop, CAO IT Project Manager _____

CAO Approval *[Signature]*

REVIEW:	<i>NSM</i>	County Counsel _____	Human Resources <i>AD</i>	Other IT Division Director, Jim Storm <i>JS</i>
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TYPE OF ITEM:

Consent

Departmental

Public Hearing

Other _____

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT

Upon motion of Supervisor *Sundberg* Seconded by Supervisor *Fennell*

Ayes *Sundberg, Fennell, Bass, Bohn, Wilson*

Nays _____

Abstain _____

Absent _____

PREVIOUS ACTION/REFERRAL:

Board Order No. _____

Meeting of: _____

and carried by those members present, the Board hereby approves the recommended action contained in this Board report.

Dated: *Sep. 5, 2017*

By: *[Signature]*

Kathy Hayes, Clerk of the Board

been opened but is expected to take several months to complete the process. The IT Applications Analyst Supervisor is a critical position, responsible for supervising, directing and coordinating applications analyst staff providing support for county departments' systems and applications. Leaving this position vacant during the recruitment would have a negative impact on the IT department as well as county departments.

Approval of this temporary assignment and increase in compensation starting September 10, 2017 will provide an appropriate level of supervision required in the IT department until the position is filled, at which time this temporary arrangement will be revoked.

FINANCIAL IMPACT:

Estimated cost of additional compensation from Class 0622 Range 444 to Class 0644 Range 474 is \$750.00 per pay period, including benefits. Salary savings from two vacant IT Application Analyst positions will be used to cover the additional expense. All positions involved are allocated in the IT department budget unit 118 Salary and Benefits category. There will be no additional impact on the General Fund.

The recommended action meets the critical needs of the county departments and supports the Board's Strategic Framework Plan to provide core services in ways that safeguard the public trust by investing in county employees.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could deny this request for temporary increase in compensation for however, this is not recommended as it will limit the IT department's ability to adequately support the IT application needs of county departments.

ATTACHMENTS:

None