



COUNTY OF HUMBOLDT

For the meeting of: 9/3/2019

File #: 19-1228

To: Board of Supervisors

From: District Attorney

Agenda Section: Consent

SUBJECT:

Position Reallocation of Deputy District Attorney IV to Senior Deputy District Attorney

RECOMMENDATION(S):

That the Board of Supervisors:

1. Reallocate the position of Deputy District Attorney (salary range 529, class 0602, position 11) in budget unit 205, currently occupied by Stacey Eads to the class of Senior Deputy District Attorney (salary range 540, class 0621, unit 05, position 01), and reclassify Ms. Eads accordingly, effective the beginning of the biweekly pay period immediately following approval.

SOURCE OF FUNDING:

District Attorney Office 1100 205, General Fund

DISCUSSION:

At the request of District Attorney's Office, Human Resources initiated a classification review for the Deputy District Attorney IV position occupied by Stacey Eads. Ms. Eads duties include assigned responsibility for directing workflow, establishing work priorities, and providing broader administrative direction beyond the technical aspects of the work, including for staff members outside of her own work unit. Human Resources retained Koff and Associates to determine if this position was appropriately classified based on the employee's duties and responsibilities. As documented in the attached report, Koff and Associates concluded that the class specification for Deputy District Attorney no longer adequately reflects the current duties and responsibilities of the position and recommended that the position be reallocated to Senior Deputy District Attorney. Human Resources concurred with these recommendations. On July 30, 2019, the Board of Supervisors adopted the classification of Senior Deputy District Attorney into the classification plan and approved an amendment to the Compensation Plans for the California Attorney Association (Agenda Item C-15, Staff report 19-1017).

FINANCIAL IMPACT:

The additional cost for the remainder of Fiscal Year 2019-20 for the reallocation of the Deputy

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District Attorney position to Senior Deputy District Attorney will be approximately \$4,888. The proposed action was taken into consideration in planning the District Attorney budget for Fiscal Year 2019-20 to accommodate this cost. There will be no impact to the General Fund.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by providing for and maintaining infrastructure, investing in county employees and providing community-appropriate levels of service.

OTHER AGENCY INVOLVEMENT:

Human Resources

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board may choose not to adopt the reallocations of the position and the reclassification of Ms. Eads. However, this alternative is not recommended because it will have a negative impact on the department's ability to meet the needs of the community.

ATTACHMENTS:

1. Humboldt DDA IV Classification review and amendment by Koff and Associates

PREVIOUS ACTION/REFERRAL:

Board Order No.: C-15

Meeting of: July 30, 2019

File No.: 19-1017