

REPORT OF GENERAL MANAGER

NO. 05-312

DATE November 16, 2005

C.D. Various

BOARD OF RECREATION AND PARK COMMISSIONERS

SUBJECT: AMENDMENT TO PERSONNEL RESOLUTION NO. 10122 – SECTION 1A (REGULAR POSITIONS), SECTION 1D (SUBSTITUTE POSITIONS), AND SECTION 1E (IN-LIEU POSITIONS)

J. Combs	___	*H. Fujita	<u>df</u>
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*Robert H. Jensen (R)*  
 General Manager

Approved \_\_\_\_\_

Disapproved \_\_\_\_\_

Withdrawn \_\_\_\_\_

RECOMMENDATION:

That the Board amend Personnel Resolution No. 10122 effective immediately as follows:

Section 1A – Regular Positions:

1. ADD

<u>No.</u>	<u>Code</u>	<u>Classification</u>	<u>MOU</u>
1	1785-2	Public Relations Specialist II	01
2	3773-2	Mechanical Repairer II	09

2. DELETE

<u>No.</u>	<u>Code</u>	<u>Classification</u>	<u>MOU</u>
1	9184-1	Management Analyst I	01
2	3773-1	Mechanical Repairer I	09

Section 1D – Substitute Positions:

1. ADD

<u>No.</u>	<u>Code</u>	<u>Classification and Location</u>
1	9375	Director of Systems - Systems

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Section 1E – In-Lieu Positions:

1. ADD

<u>No.</u>	<u>Code</u>	<u>Classification and Location</u>
1	1141	Clerk - Valley Region Support
3	1731-2	Personnel Analyst II - Human Resources

2. DELETE

<u>No.</u>	<u>Code</u>	<u>Classification and Location</u>
2	9184-2	Management Analyst II - Human Resources

SUMMARY:

Section 1A - Regular Positions

The changes to this Section result from the recent reallocation of a Management Analyst position to a Public Relations Specialist position, as recommended by staff of the Personnel Department's Classification Division and approved by the Civil Service Commission on September 22, 2005, and the approval of a request submitted to the CAO Employee Relations Division that two (2) Mechanical Repairer positions, assigned to "Pool Crew and Pump Repair," be deemed eligible for compensation at the higher pay grade level (i.e., Mechanical Repairer II).

Section 1D - Substitute Positions

The addition of this new position and classification will allow for a consolidation of the Department's two existing systems groups. This consolidation is vital to efficiently meeting the system demands created by the Department's technological growth and evolved connectivity. The Director of Systems will direct a combined staff of Systems Analysts, Senior Systems Analysts, Programmer Analysts, and Systems Programmers dedicated to providing technical support, maintaining the Department's network and infrastructure, and effectively meeting our future technological needs.

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## Section 1E - In-Lieu Positions

The recommended additions and deletions to this section are the result of a decision to employ individuals in positions allocated to lower classifications in-lieu of positions allocated to higher classifications, the later which currently exist in regular authority, as follows:

POSITION IN-LIEU	OF REGULAR AUTHORITY POSITION
Clerk	Clerk Typist
Personnel Analyst II (3)	Senior Personnel Analyst I (3)

## FISCAL IMPACT STATEMENT:

### Section 1A - Regular Positions

The reallocation of the Management Analyst I position to a Public Relations Specialist II position will have no negative impact on the Department's regular budget as the classification of Management Analyst I has an annual salary slightly higher than that of Public Relations Specialist II.

The cost for the change in pay grade for the two positions of Mechanical Repairer for the remainder of this fiscal year will be about \$3,132 and absorbed by salary savings. It is anticipated that both positions will be budgeted at the higher pay grade level in the budget for Fiscal Year 2006-07.

### Section 1D - Substitute Positions

This cost of this position for the remainder of this fiscal year is estimated at \$66,612 and will be funded through salary savings. A budget proposal is being developed now to create and budget this position in regular authority next fiscal year.

### Section 1E - In-Lieu Positions

These changes will have no negative impact on the Department's regular budget. In fact, by filling the other positions on an in-lieu basis the Department will derive some salary savings.

This Board Report has been reviewed by staff of the City Administrative Officer.

Prepared by James Schiffhauer, Senior Personnel Analyst I, Human Resources Division.