



**Human Resources &
Development
COUNTY OF TULARE
AGENDA ITEM**

BOARD OF SUPERVISORS

ALLEN ISHIDA
District One

CONNIE CONWAY
District Two

PHILLIP A. COX
District Three

J. STEVEN WORTHLEY
District Four

MIKE ENNIS
District Five

AGENDA DATE: September 16, 2008

Public Hearing Required	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Scheduled Public Hearing w/Clerk	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Published Notice Required	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Advertised Published Notice	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Meet & Confer Required	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Electronic file(s) has been sent	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Budget Transfer (Aud 308) attached	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Personnel Resolution attached	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Resolution, Ordinance or Agreements are attached and signature line for Chairman is marked with tab(s)/flag(s) Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/>						
CONTACT PERSON: Tim Huntley PHONE: 733-6266						

SUBJECT: Amend the Position Allocation Listing for the Information Technology Department to reclassify positions, add positions, and delete old job classifications.

REQUEST(S):
That the Board of Supervisors:

1. Approve reclassification of existing positions, add three (3) new positions, and delete job classifications in the IT Department, effective with pay period 21, on September 28, 2008, per attached resolution.

SUMMARY:

- On June 17, 2008 the Board approved the transfer of 69 allocated positions and employees from the Health and Human Services Agency (MIS Division) and the Resource Management Agency (Telecommunications Division) to the IT Department. The positions and employees were transferred in their same job classifications and salary grades.
- Following several months of meet and confer with the union (SEIU) representing the impacted employees, the County and union are presently at Impasse. While there is a tentative agreement on the reclassification of employees into new job classes and salary levels for IT, this is only a portion of the issues being negotiated for all employees represented by SEIU, and agreement for all of the items has not been reached.
- On August 26, 2008, the Board adopted new IT classifications and salary

SUBJECT: Changes to allocation listing for IT Department

DATE:

**Sept. 16,
2008**

grades in order to continue to move the establishment of a new IT organization toward completion and to achieve the goal of a full-service technology department.

- The final step in completing the new IT organizational structure is to approve the reclassifications of existing positions and employees as indicated on the attached resolutions. The new IT organization is shown on the attached chart. Also included is a "June 23, 2008 Tentative Agreement with SEIU 521 and the County on Reclassifications and Pay Changes in the IT Department" which sets forth the terms and rules governing the changes. There have been changes to individuals since the time this was initially signed which will be adjusted in the final process, (merit increases occurred, positions have been vacated, etc). Since there is no master agreement/Memorandum of Understanding with SEIU, the effective date of the reclassifications will be September 28, 2008, pay period 21.

FISCAL IMPACT/FINANCING:

Changes resulting from reclassifications have been included in the 2008-09 Budget and will be reviewed later in the fiscal year after all moves have occurred. The costs for the three new positions were also included in the 2008-09 Budget.

LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

The establishment of a County-directed IT department helps fulfill the Organizational Performance Initiative by ensuring the most efficient, cost effective information technology service.


ALTERNATIVES:

The Board could choose to take no action at this time.

INVOLVEMENT OF OTHER DEPARTMENTS OR AGENCIES:

CAO: Information Technology; County Counsel

ADMINISTRATIVE SIGN-OFF:



Tim Huntley, HR Director

Cc: CAO
County Counsel
Information Technology Dept.

Attachment(s)

**BEFORE THE BOARD OF SUPERVISORS
COUNTY OF TULARE, STATE OF CALIFORNIA**

IN THE MATTER OF)
RECLASSIFICATION & ADDITION)
OF POSITIONS, AND DELETION OF)
JOB SPECIFICATIONS)
FOR THE IT DEPARTMENT)
)

RESOLUTION NO.
AGREEMENT NO.

UPON MOTION OF SUPERVISOR _____, SECONDED BY SUPERVISOR _____, THE FOLLOWING WAS ADOPTED BY THE BOARD OF SUPERVISORS, AT AN OFFICIAL MEETING HELD SEPTEMBER 16, 2008, BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST: JEAN ROUSSEAU
COUNTY ADMINISTRATIVE OFFICER /CLERK BOARD OF SUPERVISORS

By: _____
Deputy Clerk

* * * * *

That the Board of Supervisors, effective September 28, 2008, pay period 21, approved per the attached resolution:

- 1) The reclassification of positions;
- 2) The allocation of three (3) new positions;
- 3) The deletion of job classifications.

Reclassification of Positions: Effective September 21, 2008 (PP21)									
Information Technology - Agency 090									
Type	Old Job Code	Old Job Class	Old Grade	Name	New Job Code	New Job Class	New Job Grade	Position Number	WC Code
Reclass	011520	Computer Svcs Technician II	162	Canonoy,Matthew A	097910	IT Desktop Technician I	303	3502	8810
Reclass	011520	Computer Svcs Technician II	162	Cesena,Marcus R	097920	IT Desktop Technician II	305	3503	8810
Reclass	011520	Computer Svcs Technician II	162	Hill,Robert	097920	IT Desktop Technician II	305	4982	8810
Reclass	011520	Computer Svcs Technician II	162	Ramirez,David	097920	IT Desktop Technician II	305	3639	8810
Reclass	011520	Computer Svcs Technician II	162	Scott,Timothy J	097920	IT Desktop Technician II	305	3504	8810
Reclass	011610	Computer Technical Analyst I	179	Gudi,Frank M	098110	IT Business Analyst I	307	3508	8810
Reclass	011620	Computer Technical Analyst II	189	Espronceda, Cesar	097920	IT Desktop Technician II	305	5979	
Reclass	011610	Computer Technical Analyst I	179	Rodriguez,Paul A	097920	IT Desktop Technician II	305	5508	8810
Reclass	011610	Computer Technical Analyst I	179	Fields,M L	097920	IT Computer Operator II	189	8772	8810
Reclass	011610	Computer Technical Analyst I	179	Quinonez,Michael	097910	IT Desktop Technician I	303	8774	8810
Reclass	011610	Computer Technical Analyst I	179	Burlingame,David A				8801	8810
Reclass	011620	Computer Technical Analyst II	189	Espino,Ruben T	097730	IT Logistics Planner II	287	5509	8810
Reclass	011620	Computer Technical Analyst II	189	Price,Jonathan D	097920	IT Desktop Technician II	305	5510	8810
Reclass	011620	Computer Technical Analyst II	189	Ananian,Aaron S	097820	IT Computer Operator II	189	8802	8810
Reclass	011620	Computer Technical Analyst II	189	Bardone,Matthew	097920	IT Desktop Technician II	305	8773	8810
Reclass	011620	Computer Technical Analyst II	189	Bates,John G	097920	IT Desktop Technician II	305	8803	8810
Reclass	011620	Computer Technical Analyst II	189	Smith,Eric W	097920	IT Desktop Technician II	305	8800	8810
Reclass	032000	Micro-Computer Network Admin	287	Acosta,Ismael	096920	IT Network Administrator II	313	1447	8810
Reclass	032000	Micro-Computer Network Admin	287	Dancil,Ferdinand F	096920	IT Network Administrator II	313	4983	8810
Reclass	032000	Micro-Computer Network Admin	287	Henson,Eric N	098310	IT Server Administrator I	311	6970	8810
Reclass	032000	Micro-Computer Network Admin	287	Jones,Jonathan C	098320	IT Server Administrator II	227	7668	8810
Reclass	032000	Micro-Computer Network Admin	287	Khamsouk,Ae	098310	IT Server Administrator I	311	7669	8810
Reclass	032000	Micro-Computer Network Admin	287	Lange,David M	098320	IT Server Administrator II	227	6575	8810
Reclass	032000	Micro-Computer Network Admin	287	Ritter,David L	096920	IT Network Administrator II	313	5511	8810
Reclass	032000	Micro-Computer Network Admin	287	Ruiz,Daniel E	096910	IT Network Administrator I	312	9500	8810
Reclass	037000	Programmer-Analyst	699	Noon,Richard D	075622	Analyst II - Admin Svcs Programmer	772	4012	8810
Reclass	037000	Programmer-Analyst	699	Toews,Valerie A	075622	Analyst II - Admin Svcs Programmer	772	0750	8810
Reclass	047220	Systems & Procedures Ana II	227	Blackman,Rod L	098120	IT Business Analyst II	308	8751	8810
Reclass	047220	Systems & Procedures Ana II	227	Embrey Jr,Charlie F	098130	IT Business Analyst III	310	8745	8810
Reclass	047220	Systems & Procedures Ana II	227	Frankovic,Edward B	098200	IT Project Lead	310	8747	8810
Reclass	047220	Systems & Procedures Ana II	227	Gauch,Teresa	098120	IT Business Analyst II	308	8746	8810
Reclass	047220	Systems & Procedures Ana II	227	Gerich,David E	098330	IT Server Administrator III	243	8748	8810
Reclass	047220	Systems & Procedures Ana II	227	Keesey,Kennon	098330	IT Server Administrator III	243	8749	8810
Reclass	047220	Systems & Procedures Ana II	227	Truong,Thao	098120	IT Business Analyst II	308	8753	8810
Reclass	048510	User Support Analyst I	199	Dix,Jason A	098110	IT Business Analyst I	307	3637	8810
Reclass	048510	User Support Analyst I	199	Robinson,Keith L	098120	IT Business Analyst II	308	3506	8810
Reclass	048510	User Support Analyst I	199	Robles,Alex	097920	IT Desktop Technician II	305	3505	8810
Reclass	048510	User Support Analyst I	199	Tigolo,Darwin D	098110	IT Business Analyst I	307	3517	8810
Reclass	048520	User Support Analyst II	210	Anis,Dimitry	098120	IT Business Analyst II	308	3507	8810
Reclass	048520	User Support Analyst II	210	Bambao,Fiorante C	098120	IT Business Analyst II	308	5523	8810
Reclass	048520	User Support Analyst II	210	Cardona,Antonio	097920	IT Desktop Technician II	305	5522	8810
Reclass	048520	User Support Analyst II	210	Cheek,Cheryl R	098120	IT Business Analyst II	308	7572	8810
Reclass	048520	User Support Analyst II	210	Vacant (Ferguson)	098110	IT Business Analyst I	307	6578	8810
Reclass	048520	User Support Analyst II	210	Garces,Cecilia A	098120	IT Business Analyst II	308	6579	8810
Reclass	048520	User Support Analyst II	210	Holmes,Richard R	098120	IT Business Analyst II	308	6577	8810
Reclass	048520	User Support Analyst II	210	Mawhney,Steven L	097930	IT Desktop Technician III	306	5231	8810
Reclass	048520	User Support Analyst II	210	Myers,Christopher M	098120	IT Business Analyst II	308	5521	8810
Reclass	048520	User Support Analyst II	210	Petersen,Eric J	099020	Systems & Procedures Analyst II	227	5524	8810
Reclass	048520	User Support Analyst II	210	Ray,Kevin	099020	Systems & Procedures Analyst II	227	3723	8810
Reclass	048520	User Support Analyst II	210	Vacant (Woodside)	098120	IT Business Analyst II	308	7667	8810
Reclass	048600	User Support Specialist	287	Cates,Ronald J	098610	IT Database Administrator I	313	3515	8810
Reclass	048600	User Support Specialist	287	Gomez,Gregorio	098610	IT Database Administrator I	313	3601	8810
Reclass	048600	User Support Specialist	287	Hunt,Samuel C	098200	IT Project Lead	310	3513	8810
Reclass	048600	User Support Specialist	287	Maciel,Rose M	099020	Systems & Procedures Analyst II	227	6576	8810
Reclass	048600	User Support Specialist	287	Montanez,Sheryl A	097730	IT Logistics Planner III	238	3514	8810
Reclass	048600	User Support Specialist	287	Parks,Brian	098200	IT Project Lead	310	3638	8810
Reclass	048600	User Support Specialist	287	Putnam,Cynthia M	098200	IT Project Lead	310	4211	8810
Reclass	048600	User Support Specialist	287	Strachan,Ian C	098200	IT Project Lead	310	5526	8810
Reclass	048600	User Support Specialist	287	Westmoreland,Eleanor	098610	IT Database Administrator I	313	5525	8810
Reclass	048600	User Support Specialist	287	Best,James	097930	IT Desktop Technician III	306	8758	8810
Reclass	048600	User Support Specialist	287	Clark Jr,William M	097930	IT Desktop Technician III	306	8781	8810
Reclass	048600	User Support Specialist	287	Gilbert,Joseph	098310	IT Server Administrator I	311	8759	8810
Reclass	048600	User Support Specialist	287	Kaiser,Ernest R	098610	IT Data Center Administrator	227	8756	8810
Reclass	048600	User Support Specialist	287	Kitaoka,Elizabeth	097720	IT Logistics Planner II	227	8755	8810
Reclass	048600	User Support Specialist	287	Murray,Frederick	096910	IT Network Administrator I	312	8760	8810
Reclass	048600	User Support Specialist	287	Pacheco,Victor	097930	IT Desktop Technician III	306	8754	8810
Reclass	048600	User Support Specialist	287	Ward Sr,Terry L	097930	IT Desktop Technician III	306	8757	8810
Reclass	048600	User Support Specialist	287	Vacant				8762	
Reclass	048600	User Support Specialist	287	Vacant				8763	
Reclass	048600	User Support Specialist	287	Vacant				8764	
Reclass	048600	User Support Specialist	287	Vacant				8765	
Reclass	048600	User Support Specialist	287	West,Charles					8810
Reclass	048700	User Support Systems Manager	238	Littlejohn,Douglas J	096502	IT Manager	251	3509	8810
Reclass	048700	User Support Systems Manager	238	Weller,Pamela	096402	IT Division Manager	805	6573	8810
Reclass	048800	User Support Technician	296	Burt,Robert E	097620	IT Logistics Technician II	179	5529	8810
Reclass	048800	User Support Technician	296	Daman,Richard D	011520	IT Computer Services Technician II	162	3516	8810
Reclass	048800	User Support Technician	296	Naidas,Ronald	097620	IT Logistics Technician II	179	5530	8810
Reclass	048800	User Support Technician	296	Sparks,Steve R	097910	IT Desktop Technician I	303	5002	8810
Reclass	048800	User Support Technician	296	Vacant	097920	IT Desktop Technician II	305	5527	8810
Reclass	048800	User Support Technician	296	Vacant	097920	IT Desktop Technician II	305	5528	8810
Reclass	059600	Micro-Computer Network Manager	694	Burkhardt,Edward C	096502	IT Manager	251	6574	8810
Reclass	059600	Micro-Computer Network Manager	694	Saigado,Lawrence S	098420	IT Security Administrator II	313	5230	8810
Reclass	075622	Analyst II-Admin Svcs Programr	772	Alberti,Joseph	098620	IT Database Administrator II	322	8798	8810
Reclass	075622	Analyst II-Admin Svcs Programr	772	Pentek,Catherine	098500	IT Sr Systems Programmer	772	8742	8810
Reclass	075622	Analyst II-Admin Svcs Programr	772	Quinonez,Johnny	096502	IT Manager	251	8737	8810
Reclass	096402	IT Division Manager	805	Strachan,Ian C	096502	IT Manager	251	8790	8810
Reclass	096900	IT Network Administrator	764	Keeseyan,Susan	098330	IT Network Administrator III	318	8794	8810
Reclass	096900	IT Network Administrator	764	Lewis,Larry	098420	IT Security Administrator II	313	8792	8810
Reclass	096900	IT Network Administrator	764	Lipscomb,Gregory	096920	IT Network Administrator II	313	8795	8810
Reclass	096900	IT Network Administrator	764	Mayfield,Bradley	098330	IT Network Administrator III	318	8793	8810

Information Technology - Agency 090									
Reclass	096900	IT Network Administrator	784	Zurita, Paulo O	096920	IT Network Administrator II	313	8796	8810
Reclass	033400	Operations Systems Manager	624	Jones, Jay T	096402	IT Division Manager	B05	3511	8810
No Change	075622	Analyst II-Admin Svs Programr	772	Duke, Bob	****	No Change	****	8740	8810
No Change	075622	Analyst II-Admin Svs Programr	772	Marquez, Adrian	****	No Change	****	8738	8810
No Change	075622	Analyst II-Admin Svs Programr	772	McCrone, Robert	****	No Change	****	8735	8810
No Change	075622	Analyst II-Admin Svs Programr	772	Porter, Philip S	****	No Change	****	5888	8810
No Change	075622	Analyst II-Admin Svs Programr	772	Stephens, Tamara K	****	No Change	****	8739	8810
No Change	075622	Analyst II-Admin Svs Programr	772	Townsend, Ann	****	No Change	****	8799	8810
No Change	075622	Analyst II-Admin Svs Programr	772	Wilson, John C	****	No Change	****	8736	8810
No Change	075622	Analyst II-Admin Svs Programr	772	Carroll, Gerald	****	No Change	****	8797	8810
No Change	096402	IT Division Manager	B05	Irvine Jr, James R	****	No Change	****	8728	8810
No Change	096402	IT Division Manager	B05	Papers, Joseph	****	No Change	****	8729	8810
No Change	096402	IT Division Manager	B05	Root, Leland	****	No Change	****	8789	8810
No Change	096502	IT Manager	251	Beal, Alicia	****	No Change	****	8731	8810
No Change	096502	IT Manager	251	Elkins, Cynthia	****	No Change	****	8791	8810
No Change	096502	IT Manager	251	Sims, Paul	****	No Change	****	8730	8810
Retitle	077502	Deputy HHS Dir - MIS	B05	Hamson, William		IT Deputy Director	B05	7885	8810
Addition of New Positions: Effective September 21, 2008 (PP21)									
Add	098020	IT Documentation Specialist I/II	308	****	****				8810
Add	098020	IT Documentation Specialist I/II	308	****	****				8810
Add	011520	Computer Services Technician I/II	162	****	****				8810
Delete the Following Job Classifications: Effective September 21, 2008 (PP21)									
Delete	011620	Computer Technical Analyst I/II	189	****	****				8810
Delete	032000	Micro Computer Network Administrator	287	****	****				8810
Delete	037000	Programmer - Analyst	698	****	****				8810
Delete	048800	User Support Technician	296	****	****				8810
Delete	048520	User Support Analyst	210	****	****				8810
Delete	048600	User Support Specialist	287	****	****				8810
Delete	048700	User Support Systems Manager	238	****	****				8810
Delete	032300	Mini-Computer programmer Specialist	227	****	****				8810
Delete	033400	Operations Systems Manager	624	****	****				8810
Delete	077502	Deputy Director MIS	B05	****	****				8810

**SUPPORTING DOCUMENTS ARE FILED
WITH THE CLERK OF THE BOARD AND
MAY BE REVIEWED UPON REQUEST**