



WASHOE COUNTY

Integrity Communication Service

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STAFF REPORT

BOARD MEETING DATE: September 22, 2020

DATE: Wednesday, September 2, 2020
TO: Board of County Commissioners
FROM: Patricia Hurley, Director of Human Resources/Labor Relations
328-2087, phurley@washoecounty.us
THROUGH: Christine Vuletich, Assistant County Manager
SUBJECT: Recommendation to correct the pay grade for Inmate Work Program Leader from H to I as reviewed by the Job Evaluation Committee and Korn Ferry retroactively to July 1, 2019; and authorize Human Resources to make the necessary changes. [Net fiscal impact is estimated at \$31,700] (All Commission Districts.)

SUMMARY

This staff report seeks to correct a typographical error made on the May 21, 2019, BCC staff report in which the pay grades of 13 job classifications were upgraded per the classification and compensation study conducted in FY 16/17. In collaboration with department heads and Human Resources, this project identified 150 Washoe County “anchor jobs” which were re-evaluated by the Job Evaluation Committee and Korn Ferry.

Washoe County Strategic Objective supported by this item: Regional Leadership through Engaged Employees.

PREVIOUS ACTION

On May 21, 2019, the Board approved both new positions and reclassification requests submitted and evaluated by the Job Evaluation Committee or Korn Ferry (Hay) for the FY 19/20 annual budget.

BACKGROUND

Washoe County Code 5.098 (4) provides that all recommendations made by the Job Evaluation Committee for the creation of a new classification, reclassification, abolishment of an existing classification, consolidation of classifications, alteration of existing classifications, or where there is a fiscal impact, must be forwarded to the Board of County Commissioners for final action.

The May 21, 2019, BCC staff report indicated the Inmate Work Program Leader job classification would be upgraded from pay grade G to H, when it should have been upgraded to I. This staff report seeks to correct that error retroactively to July 1, 2019.

FISCAL IMPACT

Correcting the pay grade for the Inmate Work Program Leader job classification will result in an annual fiscal impact of approximately \$31,700 and will be absorbed within existing FY 20/21 budget authority.

AGENDA ITEM # _____

RECOMMENDATION

Recommendation to correct the pay grade for Inmate Work Program Leader from H to I as reviewed by the Job Evaluation Committee and Korn Ferry retroactively to July 1, 2019; and authorize Human Resources to make the necessary changes.

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be:

“Move to correct the pay grade for Inmate Work Program Leader from H to I as reviewed by the Job Evaluation Committee and Korn Ferry retroactively to July 1, 2019; and authorize Human Resources to make the necessary changes.”