

Issue Analysis Form



Date: July 12, 2022
Item: Garage Position Reclassification
Lead Department(s): Garage / Human Resources
Contact Person(s): Chris Talmage, Fleet Manager & Dean Simmons, General Svcs. Director

Description and Current Status

Currently the Garage has an Apparatus Technician position that the Fleet Manager recommends for reclassification to a Fleet Supervisor. The existing Apparatus Technician is a Grade 311, the Fleet Supervisor is recommended as a Grade 316. We have a highly qualified employee who can move into the role of Supervisor. He has worked to train technicians and mechanics and has the ability to diagnose and repair everything from electronics, to small engines to automobiles and he also builds police cars. The overall plan for the Garage is to keep the majority of repairs in house to keep outsourcing to a minimum. This restructuring would allow the supervisor to oversee shop operations and ensure shop efficiency. It will also help keep other technicians on task resulting in higher technician & mechanic productivity and vehicle turnaround time and will allow the ability to have a supervisor's presence during times where the Fleet Manager is out of the office or working on higher priority items. The estimated fiscal impact of this reclassification for FY2023 is \$11,609 (salary and benefits).

Board Action Requested: Authorize change to FY22-23 Position Control Chart and transfer from General Fund Contingency of \$11,609 to cover FY23 fiscal impact (with estimated retroactive reclassification date of 7/1/2022).

Requested FY2023 Budget Amendment / Transfer is shown below:

Fund/Organization:

General Fund

Expenditure Increase / (Decrease)

0100-01-002-0502-41100	Garage Salaries	\$	9,069.00
0100-01-002-0502-42100	Garage FICA	\$	694.00
0100-01-002-0502-42210	Garage VRS Retire	\$	1,491.00
0100-01-002-0502-42400	Garage GT Life Ins	\$	122.00
0100-01-002-0502-42700	Garage Wrkrs Comp.	\$	233.00
0100-09-401-0917-49199	Gen Fund Contingency	\$	(11,609.00)

Government Path

Does this require IDA action? Yes No
Does this require BZA action? Yes No
Does this require Planning Commission action? Yes No
Does this require Board of Supervisors action? Yes No
Does this require a public hearing? Yes No
If so, before what date?

Fiscal Impact Statement

A full year fiscal impact is estimated at \$11,609 (salary and benefits), assuming a retroactive July 1, 2022 reclassification date.

County Impact

Staff can improve our service delivery to customers and have someone to train technicians and mechanics who has the ability to diagnose and repair everything from electronics, to small engines to automobiles and build police cars. It will also help keep other technicians on task resulting in higher technician & mechanic productivity and vehicle turnaround time and will allow the ability to have a supervisor's presence during times where the Fleet Manager is out of the office or working on higher priority items.

Notes