

October 22, 2019

TO: HONORABLE MAYOR AND CITY COUNCIL MEMBERS

FROM: CITY MANAGER

SUBJECT: A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING AN AMENDMENT TO THE POSITION CLASSIFICATION PLAN TO INCLUDE THE CLASSIFICATION SPECIFICATIONS OF DEPUTY DIRECTOR OF HUMAN RESOURCES

SUMMARY

The City Council will consider a resolution amending the Position Classification Plan to include the classification specification of Deputy Director of Human Resources.

BACKGROUND

The City Manager authorized a review of the City's current Position Classification Plan to include the position of Labor Relations Analyst. Staff proposed to reclassify the position of Labor Relations Analyst to Deputy Director of Human Resources.

The position of Deputy Director of Human Resources was proposed and approved as an unrepresented "Confidential" position. A properly noticed public hearing occurred before the Personnel Board on June 18, 2009 with no union objection. Subsequent to the public hearing, the Personnel Board approved the proposed amendment to the reclassification and recommended approval and adoption thereof to the City Council.

STATEMENT OF ISSUE

After review, staff has determined it to be necessary to amend the Classification Plan by adding the Deputy Director of Human Resources classification.

The primary purpose for adding the Deputy Director of Human Resources to the classification plan is to assist Human Resources Director with planning, organizing, coordinating, and evaluating personnel engaged in the City's Human Resources Department. Thereby, increasing the skills and knowledge in the department and creating a clear line of authority.

These revisions will update the existing Classification Plan. The Deputy Director of Human Resources position should be added to the Salary Schedule, under the "Confidential" employee section.

FISCAL IMPACT

The salary range for the Deputy Director of Human Resources is 176. This position is not being funded for FY 2019-2020 through this proposed resolution. This is only to add the position to the classification plan and salary schedule.

RECOMMENDATION

It is recommended that the proposed resolution be adopted by the City Council.

CRAIG J. CORNWELL
CITY MANAGER