



## Legislation Text

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**File #:** 23-2705, **Version:** 1

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**Department:** Community Services

**Department Head/Elected Official:** Thao Costis, Interim Executive Director

**Regular or Supplemental RCA:** Regular RCA

**Type of Request:** Position

**Project ID** (if applicable): N/A

**Vendor/Entity Legal Name** (if applicable): N/A

**MWDBE Contracted Goal** (if applicable): N/A

**MWDBE Current Participation** (if applicable): N/A

**Justification for 0% MWDBE Participation Goal:** N/A - Goal not applicable to request

**Request Summary (Agenda Caption):**

Request for approval to add one classification to the salary structure and reclassify a position effective May 20, 2023.

**Background and Discussion:**

Community Services (HCCSD) is requesting the reclassification of the following position:

- Director IV to Director V (Chief Financial Officer)

This will allow for merit increases and be more aligned with the current market. Also, HCCSD is asking to add the Director V classification to the salary structure.

**Expected Impact:**

This will allow for proper organizational structure and alignment of salaries and there will be no financial impact.

**Alternative Options:**

The alternative option is to not reclassify positions, not align salaries with the current market, and run the risk of losing essential personnel.

**Alignment with Goal(s):**

- ☐ Justice and Safety
- ☐ Economic Opportunity
- ☒ Housing
- ☐ Public Health
- ☐ Transportation

☐ Flooding  
☐ Environment  
☒ Governance and Customer Service

**Prior Court Action** (if any):

Date	Agenda Item #	Action Taken

**Location:**

Address (if applicable):

Precinct(s): Countywide

**Fiscal and Personnel Summary**

Service Name	N/A		
	<b>FY 23</b>	<b>FY 24</b>	<b>Next 3 FYs</b>
<b>Incremental Expenditures (do NOT write values in thousands or millions)</b>			
Labor Expenditures	\$	\$	\$
Non-Labor Expenditures	\$	\$	\$
<b>Total Incremental Expenditures</b>	\$	\$	\$
<b>Funding Sources (do NOT write values in thousands or millions)</b>			
Existing Budget			
Grant	\$	\$	\$
Choose an item.	\$	\$	\$
<b>Total Current Budget</b>	\$	\$	\$
Additional Budget Requested			
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
<b>Total Additional Budget Requested</b>	\$	\$	\$
<b>Total Funding Sources</b>	\$	\$	\$
<b>Personnel</b> (Fill out section only if requesting new PCNs)			
Current Position Count for Service			
Additional Positions Requested			
<b>Total Personnel</b>			

**Anticipated Court Date:** May 16, 2023

**Anticipated Implementation Date (if different from Court date):** May 20, 2023

**Emergency/Disaster Recovery Note:** Not an emergency, disaster, or COVID-19 related item

**Contact(s) name, title, department:** Monica Cisne, Assistant Director, HR, Community Services Department

**Attachments** (if applicable): 3441s