



# MARIPOSA COUNTY

Public Works · (209) 966-5356



## **RESOLUTION - ACTION REQUESTED 2016-427**

MEETING: August 9, 2016

TO: The Board of Supervisors

FROM: Tony Stobbe, Public Works Director

RE: Overfill of an Accounting Technician Position in Public Works

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### **RECOMMENDATION AND JUSTIFICATION:**

Authorize the Overfill of an Accounting Technician II Position in Public Works Administration Department Effective October 1, 2016 through November 30, 2016.

The incumbent Accounting Technician II has notified the Department of retirement, with an anticipated date of separation of November 30, 2016. To aid in the training and on-boarding of the prospective replacement, authorization to overfill this allocation for two months is requested. Such training is particularly important for this position due to the somewhat specialized nature of managing Fleet operations using the Department's Cost Accounting Management System.

Presuming the new hired is made as an Accounting Tech I at step one, there will be sufficient salary and benefits savings in FY16-17 to support the proposed action due to the incumbent employee being at step five and the submitted budget being projected as such.

If approved, the announcement and selection process will begin immediately in order to meet a target start date of October 1, 2016.

### **BACKGROUND AND HISTORY OF BOARD ACTIONS:**

Per current policy, the Board of Supervisors must approve any request to overfill a position. The Board previously approved a similar request by the Auditors office at its April 5, 2016 meeting via Resolution 2016-141.

### **ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

The alternative is not to approve the overfill request, with the consequence that Public Works may not be able to properly train the replacement in an efficient manner, thereby leading to inefficiencies within the Department.

### **FINANCIAL IMPACT:**

**Salary savings from hiring at a lower step than the incumbent should be sufficient to fund the overhire for two months.**

**CAO RECOMMENDATION**

Requested Action Recommended

  
Mary Hodson, CAO 8/2/2016

**RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]**

**MOVER:** Kevin Cann, District IV Supervisor

**SECONDER:** Rosemarie Smallcombe, District I Supervisor

**AYES:** Smallcombe, Jones, Long, Cann, Carrier