

- Numerous other ongoing administrative installations, upgrades and requirements necessary to maintaining the department's information technology in a secure and effective manner to support operations.

DISCUSSION/ISSUE STATEMENT: The convergence of all the requirements identified in the Background section above represents a critical information technology management challenge of establishing, planning, allocating and re-allocating, and directing the department's technology priorities and resources, and requires both a professional-level of expertise in information technology as well as well-developed management skills. The present circumstance in the department of having the two Sr. IT Analyst positions without a designated departmental information technology management position overseeing them, and to whom the Sr. Analysts are directly responsible, is problematic. By contrast, having a management level position with technical expertise leading the department's information technology function would establish clear accountability and leadership under the general program and administrative direction from Department management. The attached Organization Chart shows the current and proposed position allocations and organizational structure of the department.

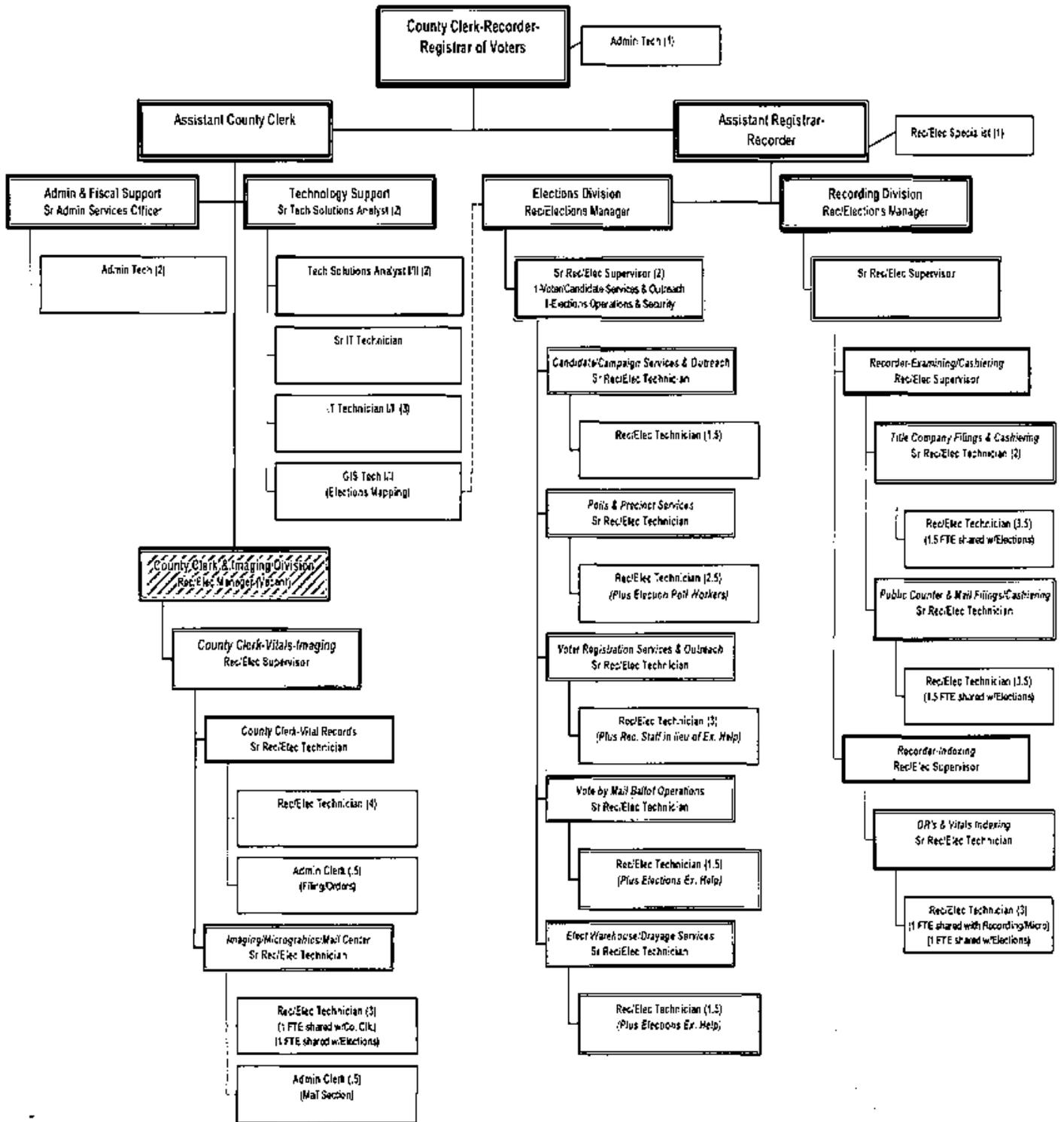
Fortunately, the Department has an allocated and vacant Recorder/Elections Manager position, which can be made available for reallocation to the requested IT Supervisor position. While there is a modest differential in compensation – IT Supervisor is approximately 7.5% higher than Recorder/Elections Manager – the Department has committed to offsetting the entire differential for the requested, increased salary and benefits from department trust revenues, with no net impact on the General Fund for the current and next two fiscal years. This would be in addition to the Department's previous commitment to fund the full costs of the salary and benefits for the Recorder/Elections Manager position from trust revenues and for three fiscal years.

However, as previously directed by your Board, for the reclassification/reallocation to move to the CSC review, your Board must first authorize the Personnel Director to proceed. If the reclassification is subsequently recommended by the County's IT Classification Review Committee, the Personnel Department, and approved by the CSC, Personnel would then return to your Board for final approval of the requested change to the Allocation Ordinance.

FISCAL IMPACT: No net impact on the General Fund. The expected annual, additional cost for this reclassification/reallocation, if approved, would be \$5,762 at the entry level and \$6,822 at the top step, at current pay rates, plus associated payroll benefit costs. As noted in the Discussion section, the department has agreed to fully reimburse the General Fund for the total salary and benefits costs of the IT Supervisor position during FY 2008-09 and for the next two fiscal years (FY 2009-10 and FY 2010-11).



PLACER COUNTY CLERK-RECORDER-ELECTIONS
 (By Divisions, Org. Units and Classifications)
 - Current -

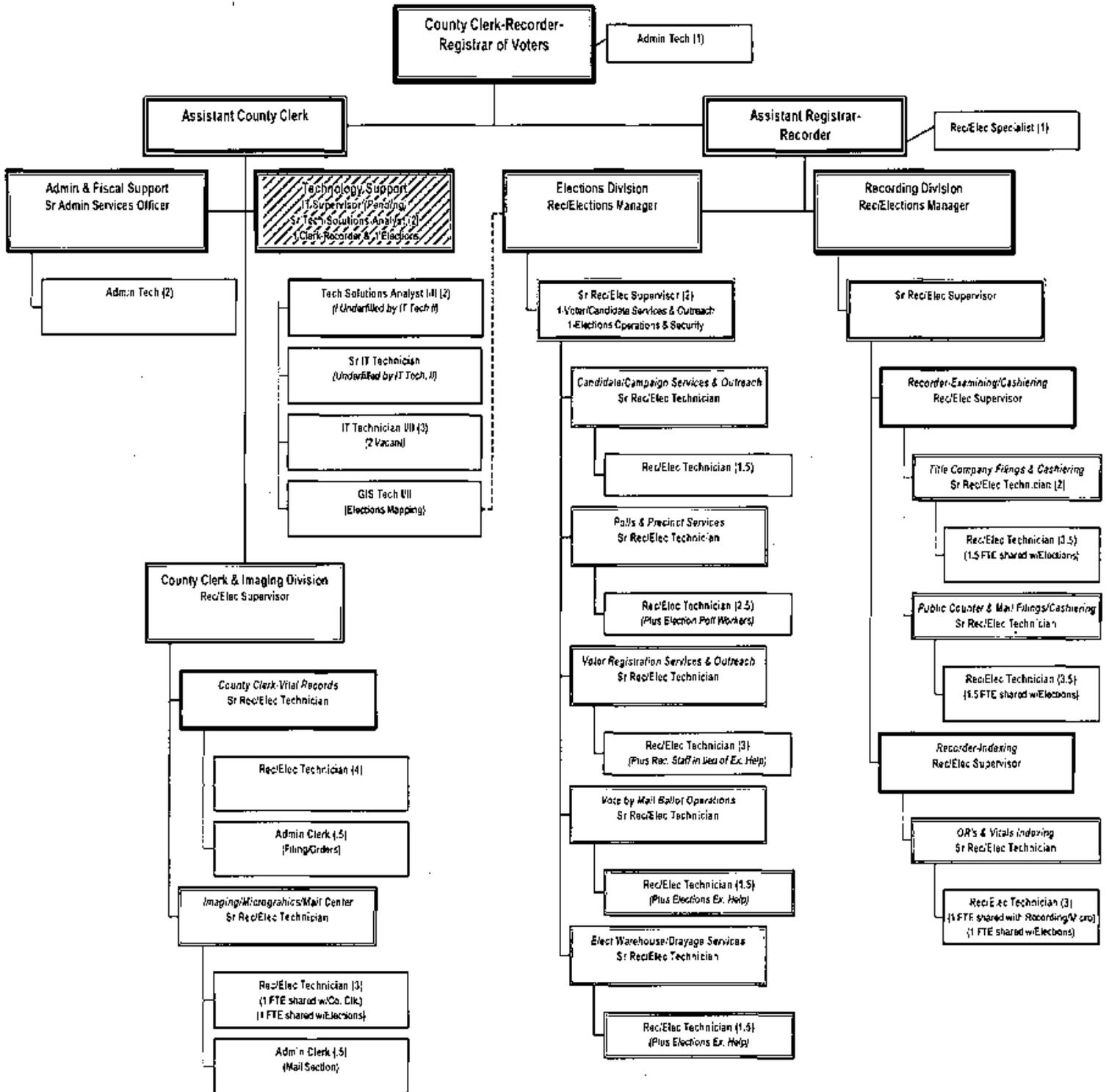


Staffing by Program:
 Recording = 23
 Clerk & Imaging = 15
 Elections = 27
 Dept. Total = 65

**NO. OF ALLOC. POSITIONS
 FOR FY 08-09: 65**



PLACER COUNTY CLERK-RECORDER-ELECTIONS
 (By Divisions, Org. Units and Classifications)
 - Proposed -



Staffing by Program:
 Recording = 23.25
 Clerk & Imaging = 14.25
 Elections = 27.5
 Dept. Total = 65

**NO. OF ALLOC. POSITIONS
 FOR FY 08-09: 65**

322