



## Legislation Details (With Text)

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**On agenda:** 4/9/2019      **Final action:**  
**Title:** Authorize the advanced step hiring of Daniel Curtis as an Electrical-Mechanical Technician II, Step 5.  
**Sponsors:** Special Districts  
**Indexes:**  
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Date	Ver.	Action By	Action	Result
4/9/2019	1	BOARD OF SUPERVISORS	approved	Pass

## MEMORANDUM

**TO:** Board of Supervisors  
**FROM:** Jan Coppinger, Administrator  
Scott Harter, Deputy Administrator  
**DATE:** April 9, 2019

**SUBJECT:** Authorize the advanced step hiring of Daniel Curtis as an Electrical-Mechanical Technician II, Step 5.

**EXECUTIVE SUMMARY:** Daniel Curtis was employed with Lake County Special Districts between December 20, 2010 and March 28, 2017. Daniel worked his way from a Utility Worker I to an EMT I, Step 5 at the time of his separation. Daniel left County employment on good terms looking to further his career with a nearby jurisdiction.

Special Districts Utility Area 3 has struggled to retain an EMT in Daniel's position since Daniel left and recently had a 15 year EMT move to another jurisdiction as well. That leaves the area with two vacancies and no EMT on staff. The Department in conjunction with HR recently completed a recruitment to fill those vacancies and Daniel is the top qualified candidate of the list.

Daniel's salary as an EMT I, Step 5 is equivalent to an EMT II, Step 3 with the primary distinction being the EMT II must possess a D2 Distribution Operator Certificate from the State Water Board. Daniel is now certified as a D2 Distribution Operator and is qualified for the EMT II position. In addition to the D2 Operator Certificate Daniel has become certified by the State as a T2 Water Treatment Plant Operator and a Grade III Wastewater Treatment Plant Operator. These additional certificates along with two additional years' experience easily qualify Daniel as an EMT II, Step 5. Daniel also brings with him a working knowledge of our systems which is critical now that our long

time EMT has left. Daniel would be a tremendously valuable resource for the department and staff recommends the authorization of advanced step hiring at EMT II, Step 5 for him.

**FISCAL IMPACT:** \_\_\_ None  X  Budgeted \_\_\_ Non-Budgeted

Estimated Cost:

Amount Budgeted:

Additional Requested:

Annual Cost (if planned for future years):

**FISCAL IMPACT (Narrative):**

Currently there are two vacant EMT positions in the department one of which was a long time EMT II, Step 5 employee and one of which was an entry level position. Hiring Daniel at EMT II, Step 5 will not negatively affect the budget.

**STAFFING IMPACT (if applicable):** Approving this advanced step hiring will allow the department to fill one of the EMT vacancies we currently have.

**RECOMMENDED ACTION:** Authorize the advanced step hiring of Daniel Curtis as an Electrical-Mechanical Technician II, Step 5