

Reclassification of Human Resource Specialist to Generalist

Issue	Action Taken	Anticipated Result
<p>Two open specialist positions in the Human Resources Department due to the simultaneous separations relating to retirements planned for May 1, 2020.</p>	<p>Reclassification of two Human Resources Specialist positions (1.5 FTEs) to one Human Resources Generalist position (1.0 FTE) in the Department of Human Resources.</p>	<p>Reorganize staff to diversify duties and align resources to maximize use of existing technological solutions to meet strategic actions established in the Strategic Plan relating to service delivery changes.</p>

Before Reclassification

<u>Human Resources Department Personnel</u>
(1.0FTE) Talent and Strategy Director
(2.0FTEs) Human Resources—Generalist
(1.5 FTEs) Human Resources—Specialist
(1.0 FTE) Safety & Training Coordinator
Total: 5.5 FTEs

After Reclassification

<u>Human Resources Department Personnel</u>
(1.0 FTE) Talent and Strategy Director
(3.0 FTEs) Human Resources—Generalist
(1.0 FTE) Safety & Training Coordinator
Total: 5.0 FTEs

Anticipated Fiscal Impact

The fiscal impact of this reclassification is anticipated to be a net salary reduction of \$4,357.60, assuming a recruitment rate at the bottom of salary range for the 1.0 FTE Generalist position (FLSA Exempt Salary Range I) as compared to the combined salaries of 1.5 FTE Specialist positions (FLSA Non-Exempt Salary Range E), if would have been similarly recruited at the bottom of the respective salary range.