

Manager position recently became vacant and the Department of General Services reviewed their needs for real estate services and recognized that the Real Estate Agent, and not the Real Estate Manager classification fits the departmental/County needs.

The minimum qualifications were amended to clarify the type of work experience that is required for the classification and a preference for a California Real Estate License or California Broker License was incorporated in the license section of the classification. No changes were made to the job duties. The proposed salary range reflects the same salary range that existed prior to the abolishment of the classification with the general wage increase from the new collective bargaining agreement.

On October 8, 2019, the Civil Service Commission approved the reestablishment of the Real Estate Agent classification. The classification was also reassigned back to bargaining Unit 7, SEIU (Regulatory, Technical, and General Services) which includes other regulatory and technical classification within a capable capacity.

The proposed action before the Board of Supervisors is to establish a salary range for Real Estate Agent classification. The recommended action is to keep the same salary range that existed prior to the abolishment of the classification, adjusted based on the general wage increase from the new collective bargaining agreement.

ALTERNATIVES:

The Board of Supervisors could elect not to amend the Alphabetical Listing of Classes and Salaries; however, this is not recommended as this would prevent the County from recruiting for the appropriate classification to meet the real estate needs of the County.

OTHER AGENCY INVOLVEMENT:

Human Resources worked with staff from the General Services Department in revising the class specifications. On July 22, 2019, the County notified bargaining Unit 7, SEIU (Regulatory, Technical, and General Services) of the County's intent to establish the Real Estate Agent classification and proposed a salary range. The Union was provided the opportunity but did not request to meet and confer. The Civil Service Commission approved the classification at the Commission meeting held on October 8, 2019.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION