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DEPARTMENT: County Counsel BY: Jeffrey G. Green PHONE: 209/966-3222

RECOMMENDED ACTION AND JUSTIFICATION: (Policy Item: Yes () No(X))

Adopt this resolution approving the attached revised and new extra-help class specifications for the positions of Lifeguard I/II/III and Recreation Aide I/II/III, respectively; eliminating existing extra-help class specifications for the positions of Lifeguard, Cashier, Program Aide, and Teen Recreation Leader - Adult; allowing employees working under current extra-help contracts for the eliminated positions to be renewed for fiscal year 1996-7 at the appropriate level of the new specification under which they meet minimum qualifications; and establishing the following hourly salaries.

Lifeguard I	\$5.00	Recreation Aide I	\$4.25
Lifeguard II	\$6.50	Recreation Aide II	\$5.25
Lifeguard III	\$7.25	Recreation Aide III	\$6.50

BACKGROUND AND HISTORY OF BOARD ACTIONS: Per Mariposa County Personnel Policies and Procedures Handbook, Section 4.02 "Classification Plan Amendment: The Board may create new classes or revise or abolish existing classes."

In the past, staffing for the County's summer recreational programs has necessitated a lengthy and tedious process to recruit and test to at least three different class specifications. The requested new class specification for the position of Recreation Aide consolidates the duties of both the Cashier and Program Aide as well as incorporates some additional duties which had been performed by the Teen Recreation Leader - Adult assigned to the Teen Center. This consolidated specification will allow the department more flexibility in assigning specific duties to its staff and servicing areas of most critical need. Further, the requested 3 tiers in each series will enable the County to offer an entry-level position to some of its youth seeking summer employment but who do not yet have any experience. Advancement at the discretion of the department head rather than after accumulation of a fixed number of hours will allow the department to promote its most qualified and experienced staff to the more complex assignments which require a greater degree of capability and program oversight.

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Do not approve this requested action and continue to operate the Parks and Recreation Division's summer programs under the current class specifications.

Make any changes to the proposed class specifications and salaries deemed necessary by the Board.

COSTS: (X) Not Applicable
 A. Budgeted current FY \$ _____
 B. Total anticipated costs \$ _____
 C. Required additional funding \$ _____
 D. Internal transfers \$ _____

SOURCE: () 4/5ths Vote Required
 A. Unanticipated revenues \$ _____
 B. Reserve for contingencies \$ _____
 C. Source description: _____
 Balance in Reserve for Contingencies, _____
 if approved: \$ _____

SPECIAL INSTRUCTIONS:
 List the attachments and number the pages consecutively:

CLERK'S USE ONLY:
 Res. No.: 96-153 Ord. No. _____
 Vote - Ayes: 5 Noes: _____
 Absent: _____ Abstained: _____
 Approved: _____ () Denied _____
 () Minute Order Attached () No Action Necessary

ADMINISTRATIVE OFFICER'S RECOMMENDATION:
 This item on agenda as:
 Recommended
 Not Recommended
 For Policy Determination
 Submitted with Comment
 Returned for Further Action

The foregoing instrument is a correct copy of the original on file in this office.
 Date: _____

ATTEST: MARGIE WILLIAMS, Clerk of the Board
County of Mariposa, State of California
 By: _____
Deputy

Comment: _____

 A.O. Initials: mw