



# CHURCHILL COUNTY AGENDA REPORT

**Date Submitted:** September 3, 2021

**Meeting Date Requested:** September 15, 2021

**To:** Board of County Commissioners

**From:** Geof Stark, Human Resources Director

**Subject Title:** Consideration and possible action re: Approve an advanced-step placement upon initial hire for Christine Rak as a Dispatcher

**Type of Action Requested:** Action

**Does this action require a Business Impact Statement?** No

Motion to approve the request to hire Christine Rak at an advanced-step

**Recommend Board Action:** placement upon initial hire at Step 3 of Pay Grade D44 (\$22.11/hour) effective September 20, 2021

**Discussion:** The Sheriff's Office has been recruiting to fill an opening for a Dispatcher. In the course of the recruitment process, staff encountered a candidate, Christine Rak, whose qualifications far exceed the qualifications of other applicants for the position. Ms. Rak has over 14 years of public safety dispatching experience, including working for the State of Connecticut and she was on-duty during the Sandy Hook Elementary School shooting. Based on her previous training and experience, staff is requesting to be able to be able to hire her at an advanced step upon initial hire. Ms. Rak was immediately available after passing her background check was completed and began employment at the first step of the range (\$21.05/hour) on September 13, 2021 – staff requests to move her to the third step of the range (\$22.11/hour), effective September 20, 2021.

The Collective Bargaining Agreement (CBA) with the Dispatchers makes provision for an advanced-step appointment upon initial appointment for the following reasons:

1. Meet a difficult recruiting problem;
2. Employ a person who possesses superior qualifications.

The CBA goes on to say, "An advanced step appointment used to employ a person who possesses superior qualifications may be used if the person possesses experience or education, or both, which greatly exceed both the minimum qualifications of the class and the experience and education of the other eligible persons who are available." Staff agree that Ms. Rak's experience greatly exceeds the minimum qualifications and the background of the other applicants.

**Alternatives:**

- Do not approve the advanced-step placement and keep her at Step 1 of the Grade.
- Choose another step within the pay grade.

**Fiscal Impact:** Approximately \$3,000.

**Explanation of Impact:** The fiscal impact reflects the difference in hiring at the third step of Grade D44 instead of the first step of Grade D44. It covers a full year of salary and benefits.

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**Funding Source:** N/A

**Prepared By:** Geof Stark, Human Resources Director

**Reviewed By:** Jim R. Barbee, County Manager

Benjamin Shawcroft, Chief Deputy DA

Sherry Wideman, Comptroller

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