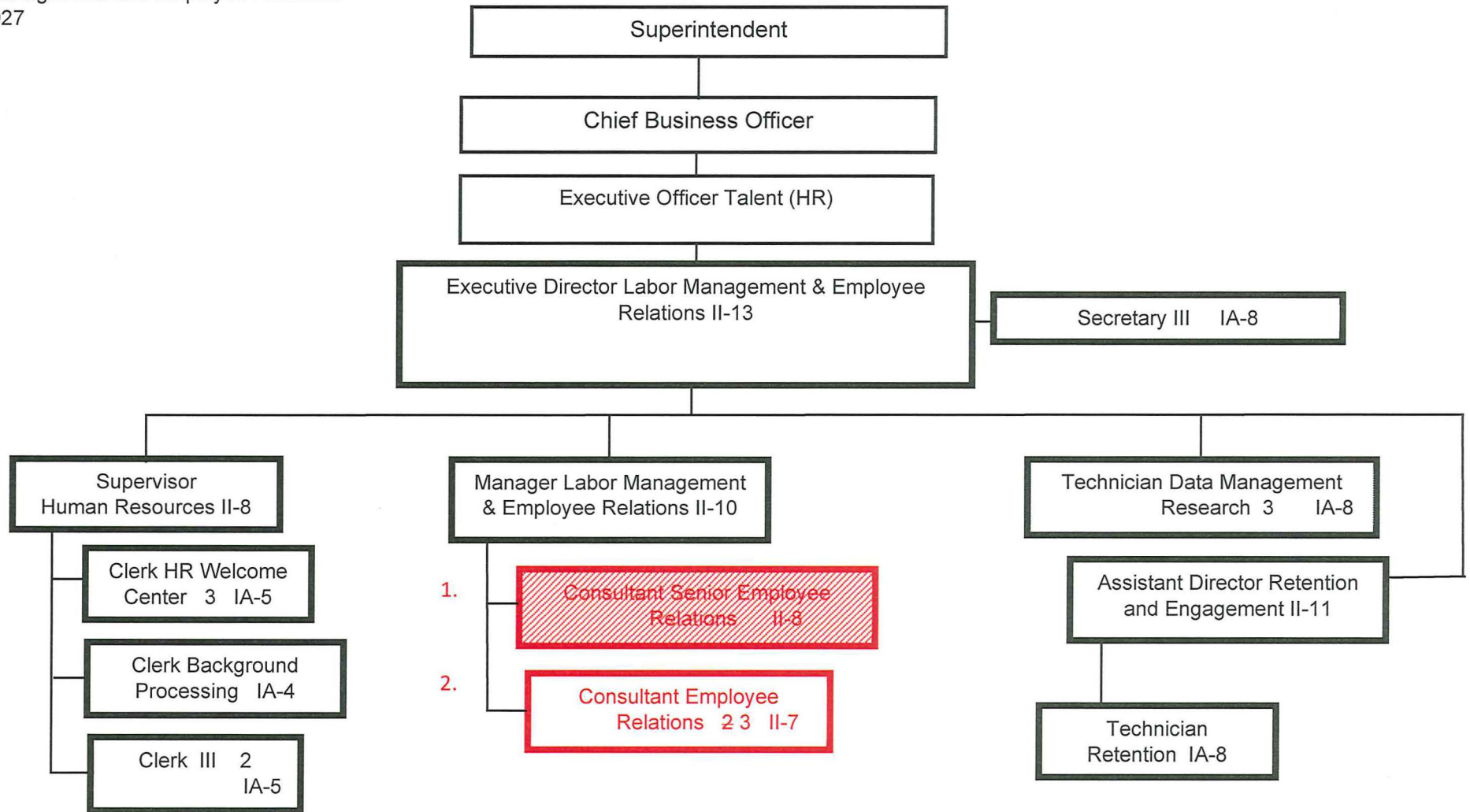


Rationale for Organizational Chart Change
Converting Senior Employee Relations Consultant (II-8) to Consultant (II-7)

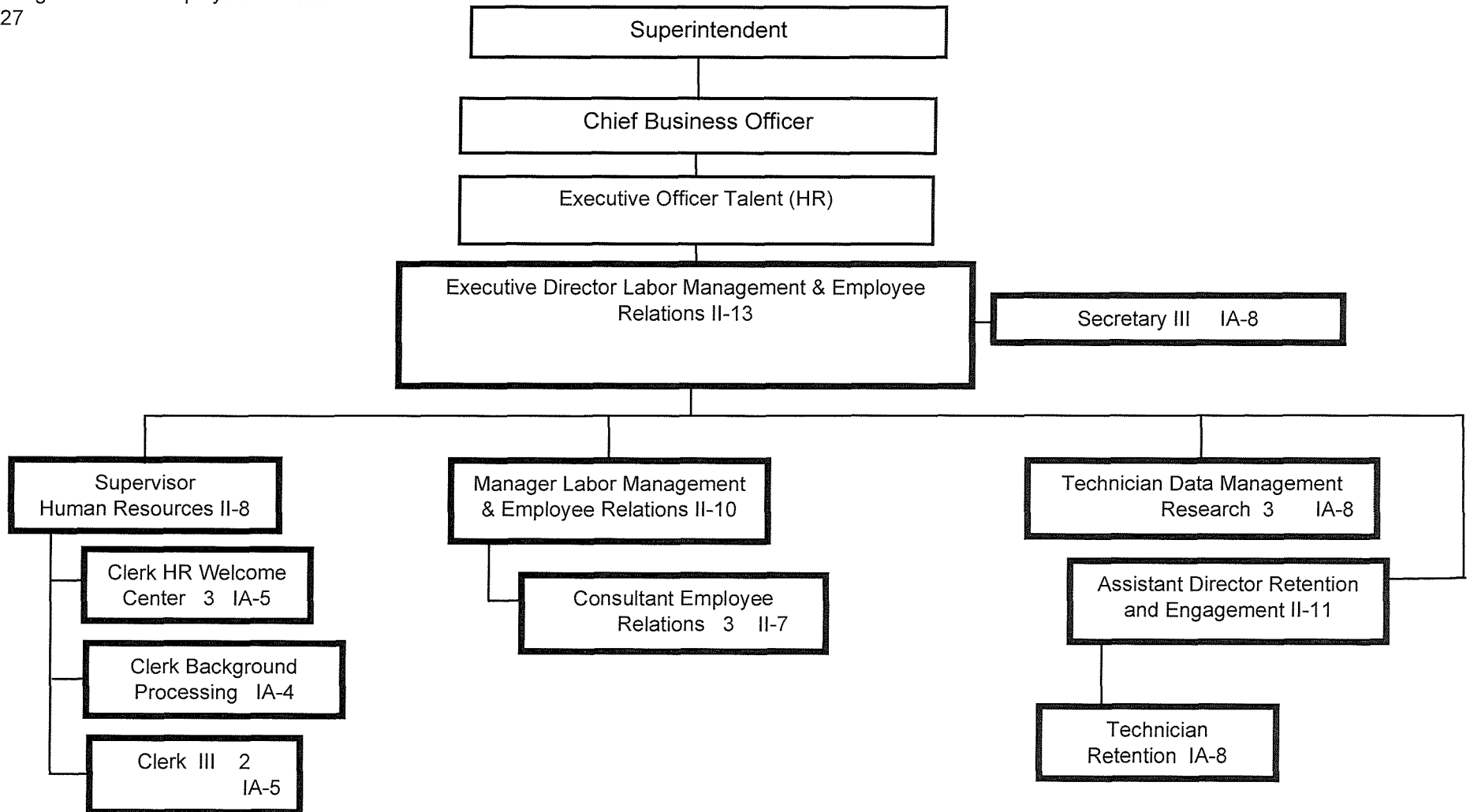
The Consultant position will replace the Senior Consultant Employee Relations position. With the recent hiring of a Manager – Labor Management & Employment Relations, this position will absorb the leadership aspect of the Senior ER Consultant position. It is imperative the department maintains at least three consultants to support employees and leaders across the district.



1. Delete Consultant Senior Employee Relations II-8
2. Add Consultant Employee Relations position II-7

Summary:
 General Fund: 18
 Categorical: 0

Submitted: 08/11/2026-09/22/2026
 Effective: 08/12/2026 09/26/2026



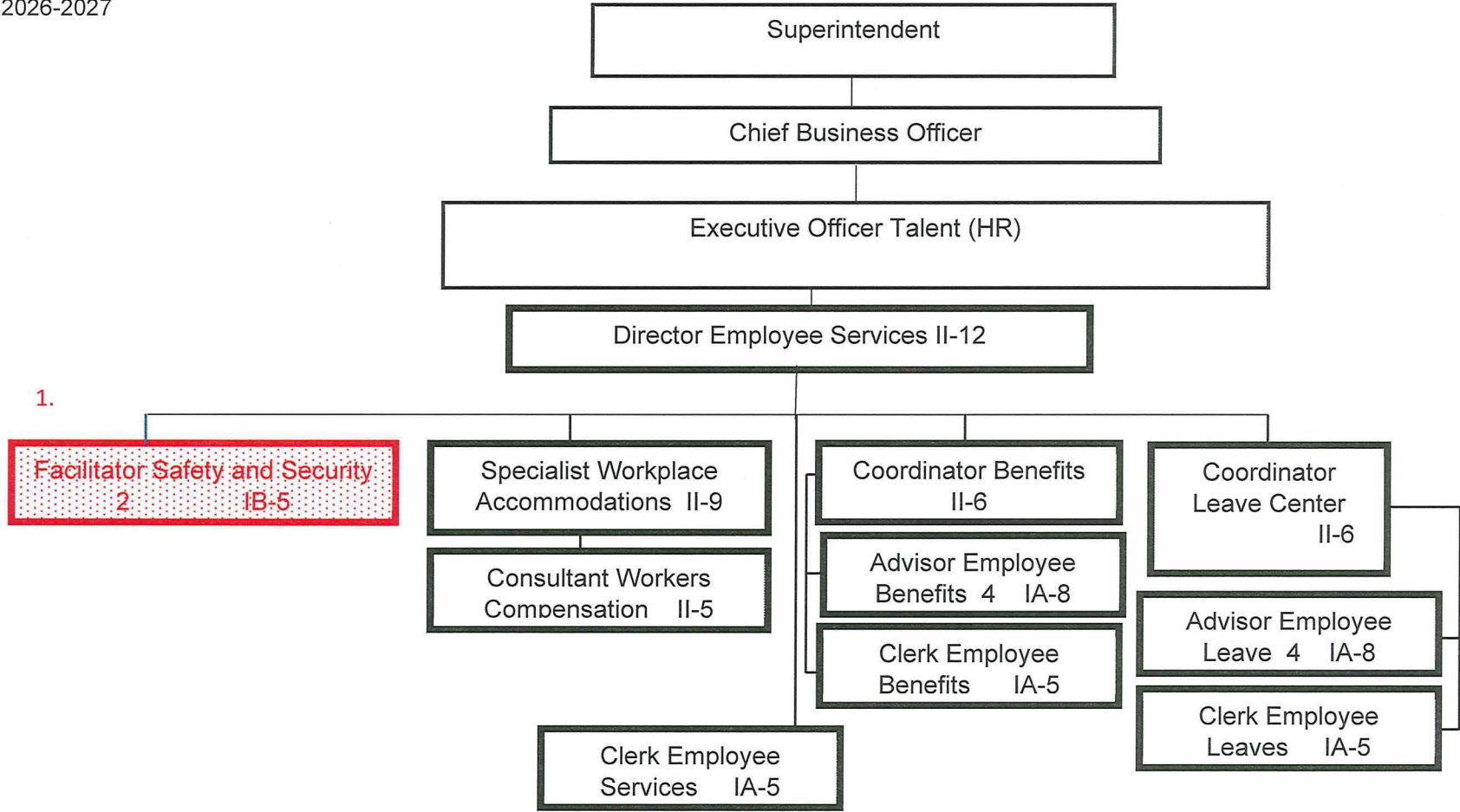
September 22, 2026 Financial Impact for Employee Relations								
Position Number (if New, enter "New")	Description	Incumbent/ Vacancy	Bargaining Unit (Salary Schedule)	#	Position "Add" or "Delete"	Salary	Fringe	Total
New	CONSULTANT EMPLOY RELAT	Vacancy	CLAS	1	Add	\$ 115,449	\$ 6,096	\$ 121,545
271239	CONSULTANT SENIOR EMPLOY RELAT	Incumbent	CLAS	1	Delete	\$ 123,226	\$ 6,506	\$ 129,732
TOTAL						\$ (7,777)	\$ (410)	\$ (8,187)

September 22, 2026 Financial Impact for Employee Relations

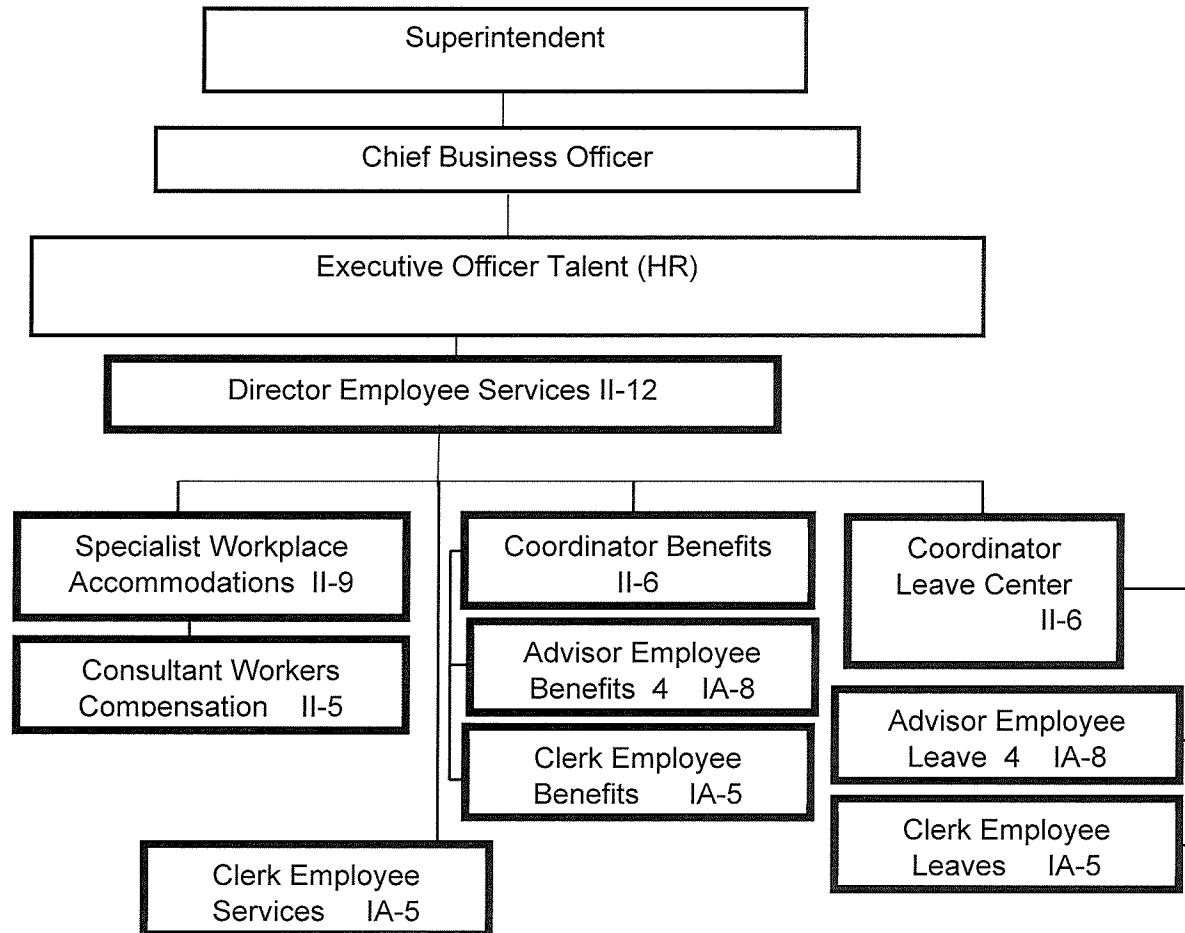
Position Number (if New, enter "New")	Description	Incumbent/ Vacancy	Bargaining Unit (Salary Schedule)	#	Position "Add" or "Delete"	Salary	Fringe	Total
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TOTAL						\$ (7,777)	\$ (410)	\$ (8,187)

Rational for Migration of All Facilitators, Safety & Security Into Outreach and Partnerships

Currently, our Facilitators, Safety & Security sit in three divisions: Outreach & Partnerships, Employee Services (Benefits), and Success & Resilience. So that a clear chain of command is apparent, this role should report to a site administrator with indirect reporting to the Police Department. The proposed changes achieve this goal and ensure that unique site needs are met.



1. Change reporting relationship to Executive Director Outreach & Partnerships



Summary:
General Fund Positions: 16
Categorical Fund Positions: 0

September 22, 2026 Financial Impact for Employee Services								
Position Number (if New, enter "New")	Description	Incumbent/ Vacancy	Bargaining Unit (Salary Schedule)	#	Position "Add" or "Delete"	Salary	Fringe	Total
251770 & 260398	Transfer to Outreach & Partnerships	Incumbent	CLAE	2	Delete	\$ 118,966	\$ 42,804	\$ 161,770
TOTAL						\$ 118,966	\$ 42,804	\$ 161,770