

May 26, 2026

Re: Position Reclassification & Change of Bargaining Units

Dear Chief Administrator Hydrick & Personnel Director Ferrin,

This letter is to request to reclassify the position of Chief Deputy Director of Social Services to the title of Assistant Director of Social Services. The title change aligns with other positions used in Social Services throughout the state, it is believed this change will help in clarifying the role for class and compensation studies. This change also provides clarity to the community as to the role of the individual within the chain of command and that the services provided are not related to law enforcement.

The salary proposed for this position is adjusted to allow for the additional work that has shifted to this role as a result of adding the Public Guardian's office within Social Services. It does not reflect the compensation study completed earlier this fiscal year. As a result of the increased workload we are proposing this position be changed from Salary Range 60 to Salary Range 64 with an hourly wage of \$62.27 to \$75.69. Finally, as the work increase took effect in September 2025, it is requested this increase be retroactively applied to September 15, 2025. The proposed increase and retroactive pay has been included in the recommended budget for Social Services in Budget Unit 5013 and will not result in additional fiscal impact on the proposed budget for fiscal year 2026/27.

I am also asking to remove the Chief Deputy Public Guardian from the Management Association. The position requires on-call coverage currently uncompensated, the position has not had successful recruitments and was a direct report to the Director. In the change to add the Public Guardian's office to Social Services we are lowering the minimum qualifications and will allow for additional compensation to cover on-call. I believe this will result in future success in recruitment and retention to support the team and our community.

Please let me know if you have any questions regarding this request or would like to discuss it further.

Respectfully Submitted,



Bekkie F. Emery,
Social Services Director
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