



LANE COUNTY

HUMAN RESOURCES DIVISION / 125 East 8th Ave. / Eugene, OR 97401
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W. H. a.

AGENDA COVER MEMORANDUM

AGENDA DATE: March 9, 2005
PRESENTED TO: Board of County Commissioners
PRESENTED BY: Cindy Tofflemoyer, Human Resources Analyst
AGENDA TITLE: **IN THE MATTER OF CREATING THE CLASSIFICATION AND SALARY RANGE FOR PROGRAM SERVICES COORDINATOR 2**

I. MOTION

MOVE APPROVAL OF ORDER 05 -- _____/IN THE MATTER OF CREATING THE CLASSIFICATION AND SALARY RANGE FOR PROGRAM SERVICES COORDINATOR 2.

II. ISSUE

The current structure of the Program Services Coordinator classification series does not provide a progressive career ladder or succession planning opportunities. Creating this classification will enable the departments that provide community service programs to deliver service continuity as well as manage succession planning by providing an intermediary classification.

III. DISCUSSION

A. Background

The Lane County Strategic Plan for years 2000-2005 lists developing more flexible staffing and encouraging career development as strategies for service improvement.

IV. IMPLEMENTATION/FOLLOW-UP

Following Board action, Human Resources staff will update the classification and compensation plans by inserting the new classification.

V. ATTACHMENT

Board Order
Program Services Coordinator 2 classification specifications

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO.

**)IN THE MATTER OF CREATING A
)CLASSIFICATION AND SALARY
)RANGE FOR PROGRAM SERVICES
COORDINATOR 2**

WHEREAS, Human Resources has completed a review and point factor of the proposed Program Services Coordinator classification

WHEREAS, it is the intent of Lane County to properly classify positions with regard to duties and compensation; and

WHEREAS, changes to the classification and compensation plans require board approval; and

IT IS NOW HEREBY ORDERED that there be created the new classification of Program Services Coordinator 2:

Program Services Coordinator 2

Range 32 (\$40,394-\$55,890)

DATED this ____ day of March 2005.

Anna Morrison, Chair
Lane County Board of Commissioners

APPROVED AS TO FORM

Date 2/28/05 Lane County


OFFICE OF LEGAL COUNSEL

IN THE MATTER OF CREATING A CLASSIFICATION AND SALARY
RANGE FOR PROGRAM SERVICES COORDINATOR 2

DRAFT 1/18/05

PROGRAM SERVICES COORDINATOR 2

DEFINITION

To develop, coordinate and evaluate community human services programs; to negotiate, write and monitor contracts for a wide variety of human services programs; and to perform related duties as assigned.

CLASS CHARACTERISTICS

This is the full journey level in the Program Services Coordinator (PSC) series. This classification is responsible to perform specialized administrative work involving the planning, research, development, implementation and evaluation of community human service programs through contracts, subcontract and grants, both within County government and other public and private agencies. Employees within this classification are distinguished from the PSC1 by the assignment of one or more diverse human service programs involving regular ongoing work with client populations and addressing a range of differing service needs. Employees at this level are also distinguished from the PSC1 by the level and variety of responsibilities regularly assumed in their role, an increasingly higher level of independent judgment, discretion, and decision-making exercised. This also involves a working knowledge of differing service areas and systems.

This classification is distinguished from the Sr. Program Service Coordinator classification in that the later performs duties requiring full responsibility for coordinating multiple community human service programs or coordinating a large, complex program and has greater independence and decision-making authority.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from assigned management personnel.

May exercise functional or technical supervision over support staff in lower classifications.

EXAMPLES OF DUTIES - Duties may include, but are not limited to the following:

Develops, produces and promotes the utilization of a comprehensive program plan.

Researches and compiles information on needs, services, service delivery and priorities; develops program plans and implementation procedures; coordinates the implementation of the program plans through other agencies, both public and private.

Establishes and maintains liaison with public and private agencies related to the program; integrates

department-administered services, contract agencies and the outside programs into a comprehensive system.

Administers contracts with outside agencies; monitors service compliance for both those provided in-house and through contract; reviews service fee schedules and reimbursement procedures; interprets and clarifies guidelines and performance standards.

Provides technical assistance and expert advice in program areas to related advisory councils, commissions and agencies, both private and public.

Develops a plan for the utilization of financial and other resources in order to develop a comprehensive and efficient system.

Attends and participates in meetings and conferences; promotes positive public relations and may develop public education for program.

Develops and monitors legislation having an impact on program; prepares policy statements.

Prepares required reports relating to program for department administration, program managers and others.

May assist in program budget preparation, grant writing and/ or monitoring.

May facilitate interagency and intergovernmental coordination and cooperation on comprehensive projects

Regularly meets with representatives of various division/department heads, citizens, planning commissions etc. on program issues.

To mobilize and champion programs for the community involving multiple agencies and stakeholder involvement.

MINIMUM QUALIFICATIONS

Knowledge of:

Principles and practices of management, including program planning, development and evaluation and fiscal administration.

Principles and practices of contract administration and governmental services planning.

Principles and practices and terms of the assigned program area.

Preparation and interpretation of descriptive statistics; program auditing techniques.

Ability to:

Work independently in developing goals and procedures, and in anticipating task requirements inherent to the assigned area of responsibility.

Develop and maintain productive liaison and public contacts; use sound judgment and discretion in dealing with institutional representatives, citizen boards and the general public.

Explore and identify program revenue opportunities.

To mobilize and champion program(s) for the community.

Effectively analyze data and results of evaluative research projects.

Assist in developing and administering program budget(s).

Speak in public and express ideas effectively and persuasively.

Prepare and write reports, grant proposals, written communications, press releases, etc.

Establish and maintain effective working relationships with those contacted in the course of work.

Communicate clearly and concisely, both orally and in writing.

Experience and Training

Training:

Bachelor's degree from an accredited college or university with major course work in public administration, community services, business administration or a related field.

Experience:

Three years of increasingly responsible experience in community and human services planning, development and evaluation.

An equivalent combination of experience and training that will demonstrate the required knowledge and abilities is qualifying.

AGENDA DATE: MARCH 9, 2005

(CC) ORDER _____ / IN THE MATTER OF CREATING A
CLASSIFICATION AND SALARY RANGE FOR PROGRAM SERVICES
COORDINATOR 2