



The County of El Dorado

Human Resources Department

Risk Management

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Board of Supervisors
330 Fair Lane
Placerville, CA 95667

Subject: Amendment of Salary & Benefits Resolution for Unrepresented Employees, Sections 503 and 1009

Dear Board Members:

Recommendation:

Staff recommends the Board adopt the attached Resolution which amends Sections 503 and 1009 of the Salary and Benefits Resolution for Unrepresented Employees.

Reason for Recommendation:

Section 503 of the Salary and Benefits Resolution for Unrepresented Employees currently allows the Chief Administrative Officer to approve the "over-fill" of a single personnel allocation under certain circumstances. Essentially the conditions are that the incumbent employee is about to retire or separate. The proposed amendment adds the requirement that a date certain for the departure of the incumbent employee be stated in writing at the time the "over-fill" is approved.

Section 1009 of the Salary and Benefits Resolution for Unrepresented Employees currently provides for the lump-sum payment of a portion of unused sick leave at the time of retirement according to the schedule set forth in the attached Resolution. The amendment permits the retiring employee to select, in lieu of a lump-sum payment, to have the value of the payment applied against post-retirement health plan premiums.

Fiscal Impact:

The proposed amendment to Section 503 merely adds an administrative requirement before the "over-fill" can be approved. This additional requirement adds no cost to the process and has no fiscal impact.

The proposed amendment to Section 1009 does not alter the value of the benefit to be paid to retiring employees. Rather, it merely changes the method of payment from lump-sum to application against future health plan premiums. Therefore, the amendment has no fiscal impact.

Sincerely,

Ted J. Cwiek
Director of Human Resources