



Fwd: FW: Submission written comments for June 15, 2015 BOS calendar; Agenda Item 15-0727 and 15-0634-Hidden problem with longevity pay

Handwritten initials "H"

1 message

Jim Mitrison - El Dorado County <jim.mitrison@edcgov.us>
To: EDC COB <edc.cob@edcgov.us>

Please include as public comment for 6/16/15 Item 4, File 15-0727.

Thank you.

Jim Mitrison
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County of El Dorado
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LATE DISTRIBUTION
DATE 6/15/15
BOS 6/16/15

----- Forwarded message -----

From: **Larry Weitzman** <weitzman@directcon.net>
Date: Sun, Jun 14, 2015 at 8:16 PM
Subject: FW: Submission written comments for June 15, 2015 BOS calendar; Agenda Item 15-0727 and 15-0634-Hidden problem with longevity pay
To: The BOSTWO <bostwo@edcgov.us>, bosone@edcgov.us, bosthree@edcgov.us, The BOSFOUR <bosfour@edcgov.us>, bosfive@edcgov.us, jim.mitrison@edcgov.us

Board of Supervisors;

THE ATTEMPTED PASSAGE AT THE JUNE 2, BOS MEETING EXPOSED A SERIOUS PROBLEM AND MISTAKE THAT NEEDS IMMEDIATE CORRECTION AND RECTIFICATION. C HEADS ARE ENTITLED TO LONGEVITY PAY FOR PRIOR SERVICE RENDERED TO CITIES AND COUNTIES OTHER THAN EL DORADO CCOUNTY. THIS ENTITLED WAS ELIMINATED 180-2013 BECAUSE WHEN CREATING THAT RESOLUTION STAFF USED AN INVALID TEMPLATE FROM 2001. This needs immediate attention to correct.

Here is the salary and benefits resolution problem the BOS is facing regarding longevity pay. In 2001 via resolution No. 323-2001 the board established longevity pay to include "prior relate employees or elected department head at the rates set forth in my column of June 15, 2015 or as shown in the proposed salary and benefit resolution item set out in agenda item 15-0634 a

However, apparently unknown to staff, that 2001 resolution above, in 2003 via salary and benefit reso 204-2003 longevity pay for elected and appointed department heads for prior service o longer be counted towards longevity pay for elected and appointed department heads.

When there was a rush in 2013 to take longevity pay from electeds and other pay differentials from electeds, apparently instead of writing a new provisioun using the then current longevity pay included longevity pay for appointed department heads for prior service to other cities and counties. A big mistake that no one from the HR director or CAO or County Counsel caught. Tect pay "based upon total service with El Dorado County and prior related professional service with any city or county."

When the BOS restored longevity and differential pay back to elected department heads through the execution of reso 235-2014, the drafters of the resolution instead of researching and cat longevity pay for both appointed and elected department heads giving them longevity pay for service for cities and counties other than EDC continues and was almost again reaffirmed in JU HHS A people.

This whole deal is a mistake compounded by more mistakes and poor and improper research. It should have been caught somewhere in the many departments that wrote it and checked it.

Secondly this mistake of paying longevity pay needs to be corrected immediately and hopefully retroactively.

This entire document and email is submitted for the record.

I have pasted my Balancing Act column from June 15, 2015 and incorporated by reference.

I have also pasted a chronology of events and the resolution 180-2013 and 235-2014 and they are incorporated by reference as the three items are attached above as well.

Mountain Democrat

Opinion

The balancing act: Sneaking a raise?

By Larry Weitzman From page A4 | June 15, 2015

On June 2 the El Dorado County Board of Supervisors did the right thing and saved the county from a mini debacle that would have cost hundreds of thousands. agenda is prepared by the CAO's office at the direction of the chief administrative officer, the blame for this initially resides there. But more specifically, this particular Pamela Knorr.

It was agenda item No. 13 and presented to the BOS as an innocuous clean-up of language in a resolution that would amend the Salary and Benefits Resolution for was the first mistake. The resolution from 2003 should have been used as it amended the 2001 resolution. This June 2 resolution allegedly included basic changes with on-call duty compensation recommended in a letter of agreement with county employees' association, Local 1. While innocuous, it was important for HHSA,

When on the consent calendar on May 19, the resolution contained enough errors that the assessor and auditor asked that the matter be put over for two weeks. A posted to Legistar 21 days in advance of the calendar allowing sufficient time for scrutiny. The matter was re-calendared for June 2 but the matter didn't hit Legistar until June 1, which turned out to be a busy day as it was the first day of budget hearings.

It was late Monday when someone saw what appeared to be an intentional attempt to seek massive raises for some department heads. Remember, the resolution's the 44 pages of legalese and government-speak set for the June 2 calendar had a new four-line provision that was nowhere to be found in the May 19 resolution and would now receive longevity pay, not just for total service to El Dorado County, but for service to other city and county jurisdictions. How much? "Ten years gets 5 percent and 30 years gets 16 percent."

The history of this provision needs review. On Dec. 11, 2001, a Salary and Benefits resolution was passed by the board that gave elected and appointed department Resolution 204-2003 eliminated that longevity pay provision.

In Knorr's apparent rush to finalize the 5.5 and 5 percent raises for most county employees, reduce the electeds' pay by eliminating longevity pay entirely (not just differentials to elected department heads, the problem commenced. This measure was proposed by former District 4 Supervisor Ron Briggs and passed 3-1 in late yes, Supervisor Ray Nutting abstaining and Supervisor Ron Mikulaco voting no.

Then the Human Resources director, Knorr included modified language from the 2001 resolution instead of the more-current 2003 resolution and inadvertently (cities and counties, striking the language that electeds can participate.

A recent Grand Jury report (Case 14-07) filed a few months ago chastised HR department's operations, noting 16 different significant negative findings. Its operation and has been so for this entire fiasco starting in September 2013.

No one on the board wanted longevity pay for service outside the county, especially now with county deficits in the tens of million dollars, but technically it's been causing a potential problem. While it wasn't included in this year's May 19 resolution, the mistake reappeared in the June 2 resolution.

Who would benefit? Knorr would benefit, according to her statements regarding working for other government agencies, by an immediate \$28,000 annual salary. County Counsel Robyn Drivon, who has a base salary of about \$197,000, would receive almost \$30,000. There are others who would benefit, but I doubt they even the CAO, with a county counsel review, how did it get through? Is this more evidence that the Grand Jury is even more correct? HR is incompetent and who else?

This matter just wasn't on the board agenda; it was on the consent calendar where items are passed perfunctory without discussion. Information on the agenda did compensation affect the Health & Human Services Agency only and would be funded primarily from state and federal funds." Nothing could be further from the truth. Fund spending and this was just one day after the CAO's budget wanted to cut more than \$500,000 of vital senior programs. The board didn't go along with that.

On Friday I received an unsolicited call from County Counsel Drivon, who tried to explain this "mistake." I asked her three simple questions: How did that happen? response was a simple "good day" and a hang up. Maybe it wasn't such a good day.

Larry Weitzman is a resident of Rescue.

LONGEVITY

■ In the December 11, 2001 Salary and Benefits Resolution fo

Unrepresented Employees contained the clause *“longevity entitlements for Elected and Appointed Department Heads based upon total service with the County of El Dorado and prior related professional service with any city or county.”*

- **On July 15, 2003, the Board adopted Resolution 204-2003, eliminating the clause *longevity pay entitlements for Elected and Appointed Department Heads shall be based upon total service with the County of El Dorado and prior related professional service with any city or county.”* from the Salary and Benefits Resolution for Unrepresented Employees**

- **On November 18, 2013, Board adopted Resolution 180-2013 adding *“longevity pay entitlements for ~~Elected and~~ Appointed Department Heads shall be based upon total service with the County of El Dorado and prior related professional service with any city or county.”***

- **On December 9, 2014, the Board adopted Resolution 235-2014 adding the clause *“longevity pay entitlements for Elected and Appointed Department Heads shall be based upon total service with the County of El Dorado and prior related professional service with any city or county”* back to the Salary and Benefits Resolution for Unrepresented Employees**
 - **This item added Electeds, which was struck on November 18, 2013.**

- **May 19, 2015 Agenda Item, Attachment B-the resolution d**

include the clause, “*longevity pay entitlements for Elected & Appointed Department Heads shall be based upon total ser* the County of El Dorado and prior related professional servi

***any city or county.”* In fact it states that Longevity pay is not cumulative.**

- **It appears that there was a late attachment dated May 18, w the clause was included.**
- **From there on out, that clause appears to be included in all v of the resolution given to the board.**



RESOLUTION NO. 180-2013
OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

WHEREAS, the Board of Supervisors has previously established and amended the Salary and Benefits Resolution For Unrepresented Employees; and

WHEREAS, Section 703 requires the salaries of elected department heads to be established by Resolution; and

WHEREAS, a salary survey of elected department head positions within comparator counties indicated that El Dorado County elected department heads earn between 7% to 54% more than elected positions in comparable counties; and

WHEREAS, the Board of Supervisors desires to establish the compensation of elected officials at the average compensation of those positions in comparator counties; and

WHEREAS, the Board of Supervisors desires transparency in the salaries of elected officials;

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of El Dorado does hereby approve the following amendments to Section 703, 1402, 1418, 1421 as specified below and incorporates such changes in the Salary and Benefits Resolution, No. 323-2001 to become effective upon adoption by the Board.

Section 1. The following provisions of the Salary and Benefits Resolution shall remain unchanged through December 31, 2014. The provisions hereinbelow take effect beginning January 2015.

703. SALARIES/COMPENSATION – ELECTED OFFICIALS
The salary for elected department heads shall be established by Resolution.

Not longer than every four years in March of the year prior to the filing deadline for election to office, the Department of Human Resources will conduct a salary survey and provide information to the Board of Supervisors with a salary recommendation for each elected department head based upon external and internal comparison data. Elected department heads shall be entitled to benefits and entitlements provided as specified in this Salary and Benefits Resolution.

Compensation for each elected department head is based on the compensation of external comparable counties at the Average Compensation (average is obtained by dividing the total aggregate by the number of agencies surveyed, excluding El Dorado County) as follows:

Position	Total Salary
District Attorney	\$184,724.80
Sheriff	\$177,985.60
Auditor-Controller	\$148,699.20
Treasurer/Tax Collector	\$145,537.60
Assessor	\$143,998.40
Recorder-Clerk	\$135,574.40
Surveyor	\$118,248.00

1402. **LONGEVITY PAY**

A) Management Employees – A regular full-time or part-time Unrepresented Management employee or Elected Department Head shall, for all hours in pay status, be paid longevity pay for continuous service with the County as follows:

10 years	5.0% of base salary
After 15 years	10.0% of base salary*
After 20 years	13.0% of base salary*
After 25 years	15% of base salary*
After 30 years	16% of base salary*

*Represents total amount of longevity granted; amount shown is not cumulative.

For Unrepresented Administrative Management employees, longevity pay increases shall be based upon continuous service with the County in an allocated position and shall be effective on the first day of the biweekly pay period following completion of the required period of service.

Effective August 14, 1999 and subject to verification by the Department of Human Resources, longevity pay entitlements for Elected and Appointed Department Heads shall be based upon total service with the County of El Dorado and prior related professional service with any city or county.

B) The Sheriff and employees *Employees* in Sheriff's Management classes may receive longevity pay pursuant to Section 1402.A or may receive certificate pay as follows:

Intermediate POST certificate	5% of base salary
Advanced POST certificate	10% of base salary*
Supervisory POST certificate	12.0% of base salary*
Management POST certificate	13.0% of base salary*
Executive POST certificate	15% of base salary*

*Represents total amount of certificate pay granted; amount shown is not cumulative.

During the month of January 2002, the Sheriff and employees in Sheriff's management classes shall be eligible to make a one-time change from their current selection of either longevity pay or certificate pay. Additionally, within thirty (30) days after promotion into a management classification, an employee shall make a one-time selection to receive either longevity pay pursuant to 1402.A or certificate pay. Once the Sheriff or employee selects longevity pay pursuant to 1402.A or certificate pay pursuant to 1401.B, no further change may be made.

1418. **CERTIFIED PUBLIC ACCOUNTANT (CPA) INCENTIVE**

~~Persons elected to the office of Treasurer/Tax Collector or Auditor/Controller who are Certified Public Accountants shall receive a differential of ten percent (10%) of base salary for possession of such certification.~~

Effective December 29, 2001, an Unrepresented employee in the classes of Accountant, Senior Accountant, Accountant Auditor, Supervising Accountant, Auditor, Cost Accountant, Administrative Services Officer, Fiscal Administrative Manager, Accounting Division Manager or directly related classes which are charged with performing professional accounting responsibilities and who are Certified Public Accountants shall receive a differential of 10% of base salary for possessing such certification.

Resolution No. 180-2013

1421. ~~**MANAGEMENT LEAVE IN LIEU PAY FOR ELECTED DE**~~
~~In lieu of management leave provided for appointed department h~~
~~this Resolution but which is not available to elected department~~
~~shall receive additional pay in the amount of four and six tenths pe~~
~~shall be paid bi weekly.~~

Section 2. The new compensation structure for elected department heads will no department heads currently holding office through the end of their current terms, an individual elected department head is elected or re-elected to a new term o 2015.

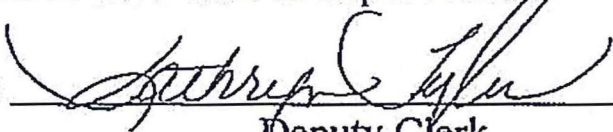
Section 3. The Salary and Benefits Resolution, and Personnel Policy #6, Section intent of the Board, and other specific text of changes memorializing the Boar and/or repeal of any attendant resolutions to return to the Board within 30 day Resolution. This Resolution is not intended to, and it shall not be deemed to, a any compensation of a County officer, elected official, or employee other th position specified; and

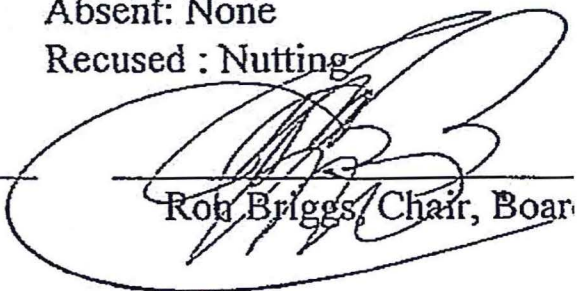
Section 4. This Resolution shall become effective thirty (30) days following adop

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorad Board, held the 18 day of November, 2013, by the following vote of said Board:

Attest:
James S. Mitrison
Clerk of the Board of Supervisors

Ayes: Veerkamp, Santiago, Br
Noes: Mikulaco
Absent: None
Recused : Nutting

By: 
Deputy Clerk


Rob Briggs, Chair, Boar



RESOLUTION NO. 235-2014
OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

WHEREAS, in accordance with El Dorado County Charter Sections 210.a(6) and 503, the Board of Supervisors shall establish the compensation of elected officials, officers and employees; and

WHEREAS, the Board of Supervisors has previously established and amended the Salary and Benefits Resolution For Unrepresented Employees; and

WHEREAS, Salary and Benefits Resolution Sections 1402 provides for longevity/POST pay and 1418 provides for Certified Public Accountant (CPA) incentive, and

WHEREAS, the Board of Supervisors adopted Resolution 180-2013 amending the compensation structure for elected department heads to exclude elected department heads from receiving longevity/POST pay and CPA incentives, commencing in January 2015; and

WHEREAS, the compensation changes in Resolution 180-2013 were adopted without consideration of internal comparable compensation data and will result in salary compaction between the elected department heads and their subordinate staff when the Resolution takes effect in January 2015; and

WHEREAS, the Board of Supervisors desires to further amend the compensation structure for elected officials to minimize internal salary compaction between elected department heads and their subordinates by reinstating eligibility for longevity/POST and CPA incentive pay for elected department heads, until a comprehensive Classification and Compensation study is conducted and implemented.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of El Dorado does hereby approve the following amendments to Section 1402 and 1418 as specified below and incorporates such changes in the Salary and Benefits Resolution, No. 323-2001 to become effective the first full pay period following adoption by the Board of Supervisors.

1402. LONGEVITYPAY

A) Management Employees – A regular full-time or part-time Unrepresented Management employee or Elected Department Head shall, for all hours in pay status, be paid longevity pay for continuous service with the County as follows:

10 years	5.0% of base salary
After 15 years	10.0% of base salary*
After 20 years	13.0% of base salary*
After 25 years	15% of base salary*
After 30 years	16% of base salary*

*Represents total amount of longevity granted; amount shown is not cumulative.

For Unrepresented Administrative Management employees, longevity pay increases shall be based upon continuous service with the County in an allocated position and shall be effective on the first day of the biweekly pay period following completion of the required period of service.

Effective August 14, 1999 and subject to verification by the Department of Human Resources, longevity pay entitlements for Elected and Appointed Department Heads shall be based upon total service with the County of El Dorado and prior related professional service with any city or county.

B) The Sheriff and employees in Sheriff's Management classes may receive longevity pay pursuant to Section 1402.A or may receive certificate pay as follows:

Intermediate POST certificate	5% of base salary
Advanced POST certificate	10% of base salary*
Supervisory POST certificate	12.0% of base salary*
Management POST certificate	13.0% of base salary*
Executive POST certificate	15% of base salary*

*Represents total amount of certificate pay granted; amount shown is not cumulative.

During the month of January 2002, the Sheriff and employees in Sheriff's management classes shall be eligible to make a one-time change from their current selection of either longevity pay or certificate pay. Additionally, within thirty (30) days after promotion into a management classification, an employee shall make a one-time selection to receive either longevity pay pursuant to 1402.A or certificate pay. Once the Sheriff or employee selects longevity pay pursuant to 1402.A or certificate pay pursuant to 1401.B, no further change may be made.

C) To minimize internal compaction the Elected Sheriff shall receive additional compensation in an amount equal to 13% of the base monthly salary of the Undersheriff at Step 5.

D) To minimize internal compaction the Elected Auditor-Controller shall receive additional compensation in an amount equal to 10% of the base monthly salary of the Chief Assistant Auditor-Controller at Step 5.

1418. CERTIFIED PUBLIC ACCOUNTANT (CPA) INCENTIVE

Persons elected to the office of Treasurer/Tax Collector or Auditor Controller who are Certified Public Accountants shall receive a differential of ten percent (10%) of base salary for possession of such certification.

Effective December 29, 2001, an Unrepresented employee in the classes of Accountant, Senior Accountant, Accountant Auditor, Supervising Accountant, Auditor, Cost Accountant, Administrative Services Officer, Fiscal Administrative Manager, Accounting Division Manager or directly related classes which are charged with performing professional accounting responsibilities and who are Certified Public Accountants shall receive a differential of 10% of base salary for possessing such certification.


Resolution 235-2014
Page 3 of 3

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the 9th day of December, 2014, by the following vote of said Board:

Attest:
James S. Mitrinin
Clerk of the Board of Supervisors

Ayes: Veerkamp, Santiago, Mikulaco
Noes: Frentzen, Briggs
Absent: none

By: 
Deputy Clerk


Chair, Board of Supervisors
Norma Santiago

3 attachments

-  knorr raise Chron Longevity 6-9-15.pdf
528K
-  knorr raise Salary Resolution 2014 Veerkamp 060915.pdf
1119K
-  knorr raise Salary Resolution Briggs Knorr 2013 060915.pdf
1388K



EDC COB <edc.cob@edcgov.us>

Fwd: Agenda item 4, item # 15-0727, BOS June 16, 2015 calendar

1 message

Jim Mitrison - El Dorado County <jim.mitrison@edcgov.us>

Mon, Jun 15, 2015 at 1:10 PM

To: EDC COB <edc.cob@edcgov.us>

Please include as public comment for item 4, File 15-0727 on tomorrow's agenda.

Thank you,

Jim Mitrison
Clerk of the Board of Supervisors
County of El Dorado
Ph. 530.621.5390 Main
Ph. 530.621.5592 Direct
Email jim.mitrison@edcgov.us

----- Forwarded message -----

From: **Larry Weitzman** <weitzman@directcon.net>

Date: Mon, Jun 15, 2015 at 12:31 PM

Subject: Agenda item 4, item # 15-0727, BOS June 16, 2015 calendar

To: The BOSTWO <bostwo@edcgov.us>, bostthree@edcgov.us, bosone@edcgov.us, The BOSFOUR <bosfour@edcgov.us>, bosfive@edcgov.us, jim.mitrison@edcgov.us

Board of Supervisors, In reading the actual resolution to solve on call duty pay and for extra help regarding HHA in agenda item #4, 15-0727, it still references back to Salary and Benefits Resolution 323-2001 and the language is unclear in its reference. Since parts of that resolution was significantly changed with respect to counting service to other cities and counties towards longevity pay by resolution 204-2003, which eliminated this outside EDC longevity pay, referencing 323-2001 creates confusion. As this problem was exacerbated by reso 180-2013 and 235-2014 it would have been better only to cite those relevant parts of 323-2001 verbatim in this new unnumbered resolution, perhaps citing where it came from but specifically excluding those parts with longevity pay so it is exact and there is no confusion. The BOS should also have a resolution reaffirming and making retroactive those parts of resolution 204-2003 that eliminated prior service to outside cities and counties counting toward longevity pay.

Sincerely,

Larry Weitzman