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Sent: Monday, April 21, 2025 5:21 PM
To: BOS-Clerk of the Board
Subject: Consent Agenda

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Dear BOS,
Please pull the draft 4/8 minutes. I think that the following discussion should be mentioned in the minutes. I appreciate the consideration.
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1:24:43 ...before we get into our presentation on the budget with um the couple of follow-up items from last week's meeting the discussion that occurred about items seven and eight on the agenda which were the management association and the uh salary and benefits resolution for unrepresented employees So I'm actually going to have um Emma pull up a sheet and so everybody could see where this is on our website We have put together a fact sheet on charter section 504 and I'm going to just go over some of those facts for you today from that sheet Um charter section 504 is a provision in our county charter that provides for annual salary increases for specified classifications in the sheriff's department So this was originally a ballot initiative that was um voted in by the voters in 1972 When we adopted our charter in 1994 it was incorporated into the charter and then there was a later amendment in 1996 So um the fact sheet includes the actual language taken directly from the charter and I'm going to throw some numbers out there for you today Um so I'll go slowly and they're all here in the sheet so you can go back and review But I first want to say I'm going to talk about two things classifications and personnel allocations So a classification is what we refer to as a job title And um you see if you would scroll up a little Emma The um so the charter contains six classifications and those six classifications per the charter are to be reviewed annually and brought up to the average salary of the three comparator agencies listed which are the CHP Amadora County and city of South Lake Tahoe Um did I say that wrong south Lake Tahoe Okay I'm like get the right city Um so of those six classifications so holding those six job titles are 182 employees So as we stand today 182 employees fall into those six classifications that are specified in the charter Um in addition over time either through negotiated memorandum of of understanding with um labor union or through resolution of the board of supervisors 11 more job titles or classifications have been added Now in those 11 classifications there are only 24 personnel allocations So in total we have 206 personnel allocations in the county that are linked to or included in the original charter section 504 So 206 um of those so of the 24 allocations or in the 11 added classifications four of those classifications are in the district attorney's office in the investigator series So that accounts for 17 of those additional 24 employees So the last seven um allocations are all uh department head level positions that have been added So the DA the sheriff because the sheriff himself was not in the original um charter provision So you've got the DA the sheriff the chief probation officer the um public defender the alternate public defender the CEO and county council So of the 206 employees um 204 are in the law and justice

functional group And I think you can understand why because when you've got um employees going from the sheriff's office over to the DA's office to become investigators that creates some issues So um over time the board has looked at 504 and some of the impacts that it creates throughout the county and made some policy decisions over time to try to address those But I just I and I want to stress again to that items seven and eight last week did not expand or change any linkages to charter section 504 Um with that I'll does anybody have any questions again that fact sheet is out It can be found on the board of supervisors um web page under the quick links section I believe it's also on the human resources web page All right So bring back the board Any questions on this particular item can we open it up to public comment or Oh I'm sorry That's okay Thank you chair Um do we have a feel for the what the equivalent dollar amounts are when we start talking about these numbers um especially the 11 classifications that have been added Yeah I don't have it broken out by classification but I can tell you for um the most recent increase that occurred this last January it was a 5.71% increase And countywide the estimated cost of that was 2.8 million And that includes the 182 original Yes it does Employees that are part of that So that was a \$2.8 million increase for the year Correct And is 5.71% generally is that a generally good number for does it go up every year that amount because every year we go not that amount That was a high that was a high that was a high year for us Um you know last several years it's a range from I think we I had a table there but um we we can get you that information We obviously track it each year but it's been around two or three couple of years it was pretty low under two% um but 5.7 was notably high the the state the CHP um gave some big raises Well I want to thank you for bringing this information forward I know that there was a lot of members of the public that had questions I had questions So this is uh very helpful So thank you for doing that You're welcome Thank you So I don't think we need to open this up to public comment being that we're getting their questions answered that they talked about last week Correct We can still ask about it Still ask about it All right Well let's open it up to public comment on this then No no no no I was saying they can still ask about it Oh they can still when we get to that overall public comment Okay Overall public comment Okay Yeah we'll be here all day if we don't That's true Um so the other questions that came up and again today with item number four were why are our laborous on the consent calendar as opposed to the department matters um agenda So I just want to start we do have a policy the board has a policy for the use of the consent calendar It's policy H3 and it um is specific to um you know speaking to the efficiencies of doing the public's business by the board And the consent calendar is to be used when there is not a need for a debate or discussion among the board So I want to make that distinction and that differentiation between a needed debate or discussion amongst the board and the public's ability to comment because there's no difference in the public's ability to review the materials or to comment whether something is on the consent calendar or the department matter listing When something is on the consent calendar that simply means that staff does not need the board to make a policy decision or give direction And the reason that's not needed by the time these items get to the board of supervisors is because the labor negotiation process um is fairly prescribed by law And that those negotiations happen between designated representatives of the board and the labor union And those um negotiations when they are happening are they're held confidentially We're not to disclose anything that happens in those discussions And then the board the Brown Act even provides as an exemption for the board to discuss labor negotiations in closed session So in closed session is where the board of supervisors has those detailed discussions with your rep your labor representatives and you talk about strategy We talk at length about budget and the budgetary impacts and fiscal impacts of what we are offering Um so there there's quite a bit of information shared that goes into those discussions That direction is then given to your negotiator The two parties go and they hopefully reach a deal and by the time theou gets back to the board for discussion um the labor association has actually voted on that tentative deal And so if if we are all doing our jobs correctly there should be nothing in that item when it comes back to the board that is in conflict with the board's direction that was given in closed session So we're not asking you to have a debate or a discussion or make a policy decision Um and in fact it would

probably be inappropriate um to get into any kind of lengthy discussion about that If if you wanted to do something different than what ends up coming back to you at the board then a board member you know we should it should be continued or something else should happen at that point in time because we should not be bargaining out in public We would probably get um you know called out by the by the unions on that as we should So I just want to make that distinction And again the items are published in the same way The materials are all available The public has the opportunity to review them all to um to call in to write in to ask questions and we're happy to answer questions that they have But um that's why they're on consent calendar and not discussion Okay Thank you sir Everybody okay with that yep All right Okay So move on to item 25 We will jump into our presentation1:34:26