

RECEIVED
BOARD OF SUPERVISORS
EL DORADO COUNTY
5:17 pm, Aug 01, 2011

LATE DISTRIBUTION
Date 5:18 pm, Aug 01, 2011

July 28, 2011

Meeting with Supervisors Assistants

RE: New draft of Salary and benefits package

Attendance: Loretta Featherston, Karen Feathers, Judi McCallum, Suzanne Allen de Sanchez, Sue Hennike

Absent: Kitty Miller & Brenda Bailey

The meeting was tape recorded for Kitty and Brenda to listen to.

Discussion

Re-hire issues

- "Y" Rated – date – draft resolution section 102 – based on the Board action
- Non-incumbent hiring an assistant from within the County either a current assistant or from another department. The effects of termination and rehiring on the employees retiree health and PERS.
- If the new employee is a re-hire do they still need to wait the 13 weeks to use their vacation?
- What happens when a Board member leaves office in mid-term.
- Retiree Health & PERS tier for "new" hire of a County employee.

Health Benefits

- Health Premium: Who pays? Can this be different than the rest of the County?
- Flex of 6K to off-set health costs
- Define Benefit Package

Definition

- County Employee or Contractor? Define what the Supervisors Assistant is.

Equity

- Only 5 positions of 1,800 segregated from the package – Can the County change only 5 positions?
- Expectation – legal premise
- 4 members of the Board can terminate an assistant.
- Flat rate salary – OT, longevity and management leave
- Longevity liquidated on County new hires?
- Show the cost savings for the County in the reductions to Sick Leave, Management Leave, Vacation

Budget allocation shifting:

- Clerk's budget to have all of the medical packages.
- BOS district budgets to have salary only.

Correction to distributed package:

- Delete second paragraph of section 902 of Attachment 2B (on page 11-0468 2B.21)

Late Distribution & Follow-up before Tuesday

- Clerk to draft a chart of the comparator counties and include longevity and special leave as the option for the new salary. (Attached to this document.)
- Health benefits and the \$6,000 should be looked at separately. – For BOS consideration
- Suzanne to work with Sue and Kim to answer the questions above.

Options for setting the Supervisors Assistant base salary

Title of Board Staff		Annual Base Salary	Annual Value Admin Leave	Annual Value Longevity	Total	Realigned Salary
Option 1 - El Dorado Step 5	\$ 29.10	\$ 60,528.00	\$ 1,629.60	\$ 6,052.80	\$ 68,210.40	\$ 32.79
Option 2 - Median of Comparator Counties	\$ 30.81	\$ 64,084.80	\$ 1,725.36	\$ 6,408.48	\$ 72,218.64	\$ 34.72
Option 3 - Median Salary EDC	\$ 26.52	\$ 55,151.20	\$ 1,484.84	\$ 5,515.12	\$ 62,151.16	\$ 29.88

Due to the change in benefits of removing Administrative Leave and Longevity, I have used the value of each of these benefits to align the salary. Above there are three options for review and to consider when deciding on the future base salary.

Option 1 - This option uses the current salary at step 5 and realigns the salary at \$32.79 an hour.

Option 2 – This option uses the median salary for the comparator counties and realigns the salary at \$34.72 an hour.

Option 3 - This option uses the median of the current assistants salaries and realigns it at \$29.88 an hour.