



## Legislation Details (With Text)

**File #:** 22-0987      **Version:** 1

**Type:** Agenda Item      **Status:** Approved

**File created:** 5/20/2022      **In control:** Board of Supervisors

**On agenda:** 6/21/2022      **Final action:** 6/21/2022

**Title:** Chief Administrative Office recommending the Board adopt and authorize the Chair to sign Resolution 099-2022 to:

- 1) Approve the Authorized Personnel Allocation, with the personnel allocation schedule included by reference as Exhibit A to the Resolution, based on the Board-approved Fiscal Year 2022-23 Recommended Budget and the addition of 2.0 full-time equivalent Highway Maintenance Worker I/II/III allocations into the Department of Transportation; and
- 2) Direct the Director of Human Resources to waive any applicable competitive recruitment, eligibility list, and/or minimum qualification requirements under the County of El Dorado Personnel Rules to facilitate the Highway Maintenance Worker I appointment(s) in lieu of Custodian layoff in accordance with the Letter of Agreement between the County and the affected bargaining unit.

**FUNDING:** Countywide Budget.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. A - FY 2022-23 Personnel Allocation Resolution, 2. B - Counsel Approval of Resolution, 3. Executed Resolution 099-2022

Date	Ver.	Action By	Action	Result
6/21/2022	1	Board of Supervisors	Approved	Pass

Chief Administrative Office recommending the Board adopt and authorize the Chair to sign Resolution **099-2022 to:**

- 1) Approve the Authorized Personnel Allocation, with the personnel allocation schedule included by reference as Exhibit A to the Resolution, based on the Board-approved Fiscal Year 2022-23 Recommended Budget and the addition of 2.0 full-time equivalent Highway Maintenance Worker I/II/III allocations into the Department of Transportation; and
- 2) Direct the Director of Human Resources to waive any applicable competitive recruitment, eligibility list, and/or minimum qualification requirements under the County of El Dorado Personnel Rules to facilitate the Highway Maintenance Worker I appointment(s) in lieu of Custodian layoff in accordance with the Letter of Agreement between the County and the affected bargaining unit.

**FUNDING:** Countywide Budget.

### DISCUSSION / BACKGROUND

The Board approved the FY 2022-23 Recommended Budget on Tuesday, June 7, 2022, and directed the Chief Administrative Office to return no later than June 30, 2022, with a recommendation to adopt the Fiscal Year 2022-23 Authorized Personnel Allocation Resolution. The attached resolution reflects all position allocations for FY 2022-23, based on the Board approved Fiscal Year 2022-23 Recommended Budget.

In addition, on May 10, 2022, with Legistar item 22-0636, the Board approved a negotiated Letter of

Agreement to the Memorandum of Understanding between the County of El Dorado and Operating Engineers Local Union No. 3 representing the Trades and Crafts bargaining unit. This Letter of Agreement addresses the terms and conditions associated with the transfer of bargaining unit work to a contracted vendor and the associated Reduction in Force of custodial staff. The Letter of Agreement specifies that the Board of Supervisors shall waive any applicable competitive recruitment, eligibility list, and/or minimum qualification requirements under the County of El Dorado Personnel Rules to facilitate the Highway Maintenance Worker I appointment(s) for affected Custodians.

On May 17, 2022, with Legistar item 22-0864, the Board approved Resolution 073-2022 to delete 9.85 FTE Custodian and 1.0 FTE Sr. Custodian allocated positions; and authorize the Human Resources Department to initiate and process a reduction in force. Of the 10.85 FTE impacted positions, 3.0 FTE Custodians have elected to move to Highway Maintenance Worker I positions, effective July 16, 2022. To facilitate the move of the 3.0 FTE Custodians, an additional 2.0 FTE Highway Maintenance Worker I/II/III allocations will need to be added to the Department of Transportation. The additional 2.0 FTE Highway Maintenance Worker I/II/III allocations will be a temporary addition, and when through attrition 2.0 FTE Highway Maintenance Worker I/II/III allocations become vacant, the Department will return to the Board to delete these allocations no later than with the FY 2023-24 Recommended Budget.

The personnel allocation schedule included in the Resolution as Exhibit A includes the addition of 2.0 FTE Highway Maintenance Worker I/II/III allocations in the Department of Transportation. Otherwise, the Allocation matches what was approved by the Board at the June 7, 2022, Budget Hearing.

## **ALTERNATIVES**

The Board may choose to make changes to the personnel allocation.

## **PRIOR BOARD ACTION**

05/10/2022 - 22-0636 Approval of Letter of Agreement

05/17/2022 - 22-0864 Approval of Reduction in Force Resolution

06/07/2022 - 22-0973 Approval of the FY 2022-23 Recommended Budget

## **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

Human Resources, County Counsel

## **FINANCIAL IMPACT**

Funding for the positions has been included in the FY 2022-23 Recommended Budget except for the additional Highway Maintenance Worker allocations. The 2.0 FTE Highway Maintenance Worker I/II/III allocations are temporary, and it is anticipated that department savings from vacancies will cover the increased costs until the allocations are deleted through attrition.

## **CLERK OF THE BOARD FOLLOW UP ACTIONS**

Clerk to obtain the Chair's signature on the Resolution and provide a copy to the Chief Administrative Office and the Human Resources Department.

## **STRATEGIC PLAN COMPONENT**

Good Governance

## **CONTACT**

Don Ashton, Chief Administrative Officer