



## Legislation Text

File #: 22-1583, Version: 1

Human Resources Department recommending the Board approve and authorize the Chair to sign Resolution **144-2022**:

- 1) Adopting a new salary scale for the System Support Analyst classification, to comply with the Letter of Agreement (LOA) dated December 4, 2018, between the County and El Dorado County Employees' Association, Local 1, AFSCME Council 57, representing employees in the General, Professional, and Supervisory bargaining units; and
- 2) Adopting a new salary scale for the Snow Removal Worker - Extra Help classification to comply with Section 6, item 601 of the Salary and Benefits Resolution between the County and its unrepresented employees, which provides the Snow Removal Worker - Extra Help shall receive base wage increases equal to base wage increases received by the Highway Maintenance Worker III job classification.

**FUNDING:** 87% General Fund and 13% Road Fund.

### **DISCUSSION / BACKGROUND**

#### **Systems Support Analyst**

On December 4, 2018, the Board of Supervisors adopted a Letter of Agreement (LOA) with the El Dorado County Employees' Association, Local 1, AFSCME Council 57 (Union), representing employees in the General, Professional, and Supervisory bargaining units. In applicable part, the LOA provided that effective the first full pay period of July 2019 the County would increase base wages for benchmark classifications and classifications tied to those benchmarks to approximately 8.0% (+/-1%) behind the market median utilized by the County based on the results of the 2018 comparable agency compensation survey.

The System Support Analyst classification was a non-benchmark classification tied to the benchmark Eligibility Worker III classification for purposes of the 2018 compensation study and associated equity wage increases. To comply with the LOA, the base salary of System Support Analyst should have been increased by 2.0% effective July 6, 2019; however, it did not receive a salary increase at this time. Subsequently, the System Support Analyst received base wage increases pursuant to Board action, such as prescribed by Memoranda of Understanding (MOUs) with the Union that succeeded the December 2018 LOA. However, as these increases were applied to the unrevised 2018 System Support Analyst base wage, the total correction required to the current base wage of the System Support Analyst, adjusting for the compounding effect of the missed 2018 increase, is approximately 2.27%. The recommended salary schedule is revised with that increase, accordingly.

#### **Snow Removal Worker -EH**

On June 28, 2022, the County of El Dorado (County) adopted resolution 103-2022, adopting the Salary and Benefits resolution for its unrepresented employees. Section 6 of the Salary and Benefits Resolution provides that the base wage scale for the Snow Removal Worker - Extra Help classification shall be set and maintained equal to that of Highway Maintenance Worker III. The base salary of the Snow Removal Worker should have been increased by 2% effective July 2, 2022, to comply with Section 6, item 601 of the Salary and Benefits Resolution 103-2022 for Unrepresented Employees, however, it did not receive a salary increase at this time.

### **Next Steps**

Staff recommend the adoption of the proposed salary schedule at this time to mitigate any potential and/or ongoing impacts to incumbent staff. Staff will evaluate impacts to incumbent staff, if any, affected by the delayed increase(s), and will return to the Board with any associated recommendation(s), as needed.

### **ALTERNATIVES**

The salary increases are necessary to comply with the terms of the LOA between the County and the Union, adopted by the Board on December 4, 2018, and the Salary and Benefits Resolution between the County and its unrepresented employees adopted by the Board on June 28, 2022.

### **PRIOR BOARD ACTION**

The Board adopted the LOA between the County and Union on December 4, 2018 (Legistar #18-1877, Resolution 245-2018). The Board approved subsequent base wage increases for classifications represented by the Union, including for the System Support Analyst, through a successor MOU adopted November 16, 2021 (Legistar #21-1788), a LOA adopted April 19, 2022 (Legistar #22-0587), and Resolution 129-2022 adopted August 23, 2022 (Legistar # 22-1490).

The Board adopted the Salary and Benefits Resolution for Unrepresented Employees on June 28, 2022 (Legistar #22-1084, Resolution 103-2022).

### **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

El Dorado County Employees' Association, Local 1, AFSCME Council 57

### **CAO RECOMMENDATION**

Approve as recommended.

### **FINANCIAL IMPACT**

The approximate annual cost of the increases is \$6,700. The approximate cost for the remainder of the fiscal year is \$5,800. The estimated impact to the General Fund in Fiscal Year 2022-23 is \$4,900 in additional costs. It is anticipated that the impacted departments can cover the increased costs with Salaries and Benefits savings from vacancies. Departments will assess these costs with the mid-year budget report and request a budget transfer to address any increases that cannot be covered with savings.

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

Upon Board adoption and approval, please provide a copy of the fully executed Resolution to the Human Resources Department.

### **STRATEGIC PLAN COMPONENT**

Good Governance

### **CONTACT**

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