



Legislation Text

File #: 22-0615, **Version:** 1

Chief Administrative Office recommending the Board approve and authorize the chair to sign Resolution **060-2022** revising the Salary Schedule for unrepresented classifications effective the first pay period following adoption.

FUNDING: Primarily General Fund with some positions being paid with State and Federal Funding.

DISCUSSION / BACKGROUND

In March 2022, the Board of Supervisors approved and adopted the Memorandum of Understanding (MOU) between the County of El Dorado and the Operating Engineers, Local #3 - Trades and Crafts (TC) Unit, which increased the base wages for benchmark classifications and internally tied non-benchmark classifications to approximately (+/- 1%) of the median of the market. Consistent with this direction and in an effort to address 1) the County's difficulty in recruiting and retaining qualified employees, and 2) salary compaction, the Chief Administrative Office is recommending a 3% increase for all classifications identified in Resolution XXX-2022 (Attachment B). Approval of this recommendation will result in these classifications being within approximately +/- 1% of the market median based on data collected as of July 2021.

ALTERNATIVES

The Board could choose not to adopt the Resolution and direct staff to provide an alternative.

PRIOR BOARD ACTION

Salary and Benefits Resolution for Unrepresented Employees, previously adopted January 25, 2022, Legistar # 22-0062.

MOU for Operating Engineers Local Union No.3 Trades and Crafts Bargaining Unit, previously adopted March 22, 2022, Legistar #22-0493.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Department of Human Resources

FINANCIAL IMPACT

The approximate annual cost of increasing total compensation for unrepresented employees is \$386,100 a year in salary and benefit costs. The impact to the General Fund will likely be no more than \$286,000 a year. The approximate increased cost for the remainder of the fiscal year is \$74,250. It is anticipated that departments can absorb this cost within their current appropriations through vacancies and other salary savings, so a budget amendment is not being brought at this time. If an appropriation issue related to this increase is found during the remainder of the fiscal year, a budget amendment will be brought to the Board for approval.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon Board adoption and approval, please provide one copy each of the executed Resolutions to

Heather Andersen and Lauren Montalvo in Human Resources.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Donald Ashton, MPA

Chief Administrative Officer