



Legislation Text

File #: 21-0210, **Version:** 1

Human Resources Department recommending the Board approve and authorize the Chair to sign Resolution **215-2021** adopting a new salary scale for the Deputy Probation Officer I - Institution, Deputy Probation Officer II - Institution, Sr. Deputy Probation Officer - Institution, Supervising Deputy Probation Officer - Institution, Assistant Superintendent - Institution, Superintendent, and Deputy Chief Probation Officer retroactive to January 16, 2021, to comply with the Memorandum of Understanding (MOU) between the County of El Dorado and the El Dorado County Probation Officer Association and the MOU between the County of El Dorado and the El Dorado County Law Enforcement Management Association.

FUNDING: General Fund.

DISCUSSION / BACKGROUND

On January 5, 2021, the Board of Supervisors adopted a Memorandum of Understanding (MOU) with the El Dorado County Probation Officers Association (EDCPOA) representing employees in the Probation (PR) bargaining unit for the period January 1, 2020 through December 31, 2022. Article 5 of the MOU included an equity provision that requires the County increase base wages.

EDCPOA MOU Article 5, specifically states:

Effective the first full pay period following Board of Supervisors adoption of the January 1, 2020 - December 31, 2022 MOU, the County will increase base wages for journey level benchmark classifications and internally tied non-benchmark classifications to approximately 8.0% (+/- 1%) behind the median of the County's December, 2019 comparable compensation survey data.

The equity increases took effect the pay period beginning January 16, 2021.

El Dorado County Law Enforcement Management Association (EDCLEMA) MOU Article 4, Section 1 (A), specifically states:

For the term of this agreement, the Probation Management classifications in this Unit shall receive base wage increases equal to base wage increases received by the Probation (PR) Bargaining Unit's Deputy Probation Officer Supervisor - Institutions benchmark job classification. These wage increases will take effect the same pay period that they take effect in the PR unit.

In order to comply with Article 5, of the EDCPOA MOU, the base salary for Deputy Probation Officer I - Institution, Deputy Probation Officer II - Institution, Sr. Deputy Probation Officer - Institution, and Supervising Deputy Probation Officer - Institution (DPO - Institution series) should have been increased by 11.67% effective January 16, 2021. Inadvertently, the Deputy Probation Officer II classification was used as the journey level benchmark for the DPO - Institution series to calculate the 8.0% (+/- 1%) equity increases, instead of the correct benchmark, Deputy Probation Officer II -

Institution (note Deputy Probation Officer II is a different classification than Deputy Probation Officer II - *Institution*). As such the DPO - Institution series must receive an additional base wage increase of 2.87% retroactive to January 16, 2021 to correct the administrative error.

In addition, in order to comply with the EDCLEMA MOU, the Assistant Superintendent - Institution Superintendent, and Deputy Chief Probation Officer classifications must also receive the 2.87% retroactive to January 16, 2021.

Upon identification of the error, Human Resources corrected the salary schedule prospectively for the pay period beginning January 30, 2021. Human Resources is recommending the Board:

- 1) retroactively amend the salary schedule for the period including January 16, 2021 through January 29, 2021, and
- 2) authorize and direct the Auditor/Controller to implement the salary increases retroactive to the pay period including January 16, 2021 through January 29, 2021 and compensate employee(s) in the affected classifications for back pay resulting from the retroactive implementation of the required salary increase.

ALTERNATIVES

There are no alternatives given the retroactive salary increase is necessary to comply with the terms of the MOU between the County and the EDCPOA, adopted by the Board on January 5, 2021, and commensurately the MOU between the County and EDCLEMA adopted by the Board on September 18, 2018.

PRIOR BOARD ACTION

The Board adopted the MOU between the County and EDCPOA on January 5, 2021 (Legistar #21-0010, Resolution 205-2021).

The Board adopted the MOU between the County and EDCLEMA on September 18, 2018 (Legistar #18-1364, Resolution 196-2018).

OTHER DEPARTMENT / AGENCY INVOLVEMENT

El Dorado County Probation Officers Association

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The financial impact presented to the Board on January 5, 2021 with Legistar item 21-0010 reflected an accurate financial impact of all the increases including those outlined in this item. As the Board already adopted these increases on January 5, 2021, there are no additional financial impacts.

CLERK OF THE BOARD FOLLOW UP ACTIONS

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

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Tameka Usher, Director of Human Resources