



## Legislation Details (With Text)

**File #:** 15-0634      **Version:** 2

**Type:** Agenda Item      **Status:** Continued

**File created:** 5/7/2015      **In control:** Board of Supervisors

**On agenda:** 6/2/2015      **Final action:** 6/2/2015

**Title:** Human Resources recommending the Board consider the following:  
 1) Adopt and authorize the Chair to sign Resolution 074-2015 adopting the amended Salary and Benefits Resolution for Unrepresented Employees, repealing and replacing Resolution No. 323-2001 of the Salary and Benefits Resolution for Unrepresented Employees, and further repealing and replacing all past amendments thereto;  
 2) Approve and Authorize the Chair to sign the amended Salary and Benefits Resolution for Unrepresented Employees, noting that the amended Salary and Benefits Resolution would become effective the first full pay period following Board approval; and  
 3) Direct Human Resources and Auditor-Controller's office to administer and implement the provisions of the amended Salary and Benefits Resolution for Unrepresented Employees.

Resolution 074-2015 will incorporate all past amendments into one new Salary and Benefits Resolution, and includes changes to on-call duty compensation for Health & Human Services Agency extra help employees only to be consistent with on-call duty compensation changes recommended in the Letter of Agreement with El Dorado County Employees' Association, Local No. 1 (see Legistar file 13-1261). (Cont. 5/19/15, Item 38)

**FUNDING:** Changes to on-call duty compensation affect the Health & Human Services Agency only and would be funded primarily from State and Federal Funds.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. 2A - Salary & Benefit Resolution 5-29-15 Clean - BOS 6-2-15.pdf, 2. 2B - Salary & Benefit Resolution Redline - BOS 6-2-15.pdf, 3. Auditor & Assessor Comment Rcvd 6-2-15 BOS 6-2-15, 4. A - BOS\_resolution\_request Unrep Mngt 5-19-15, 5. B - Salary & Benefit Resolution Redline 5-19-15, 6. B - Revised Salary & Benefit Resolution Redline 5-19-15 BOS Rcvd 5-18-15, 7. B - Revised Salary & Benefit Resolution Redline 5-19-15 BOS Rcvd 5-26-15, 8. C - Salary & Benefit Resolution 5-19-15 Clean (2)with footer(2), 9. C - Revised Salary & Benefit Resolution Clean 5-19-15 BOS Rcvd 5-18-15, 10. C - Revised Salary & Benefit Resolution Clean 5-19-15 BOS Rcvd 5-26-15, 11. D - Contract Routing Sheet 5-19-15, 12. Public Comment Rcvd 5-19-15 BOS 5-19-15

Date	Ver.	Action By	Action	Result
6/2/2015	2	Board of Supervisors	Continued	Pass
5/19/2015	1	Board of Supervisors	Continued	Pass

Human Resources recommending the Board consider the following:  
 1) Adopt and authorize the Chair to sign Resolution **074-2015** adopting the amended Salary and Benefits Resolution for Unrepresented Employees, repealing and replacing Resolution No. 323-2001 of the Salary and Benefits Resolution for Unrepresented Employees, and further repealing and replacing all past amendments thereto;  
 2) Approve and Authorize the Chair to sign the amended Salary and Benefits Resolution for Unrepresented Employees, noting that the amended Salary and Benefits Resolution would become effective the first full pay period following Board approval; and

3) Direct Human Resources and Auditor-Controller's office to administer and implement the provisions of the amended Salary and Benefits Resolution for Unrepresented Employees.

Resolution **074-2015** will incorporate all past amendments into one new Salary and Benefits Resolution, and includes changes to on-call duty compensation for Health & Human Services Agency extra help employees only to be consistent with on-call duty compensation changes recommended in the Letter of Agreement with El Dorado County Employees' Association, Local No. 1 (see Legistar file 13-1261). (Cont. 5/19/15, Item 38)

**FUNDING:** Changes to on-call duty compensation affect the Health & Human Services Agency only and would be funded primarily from State and Federal Funds.

**DEPARTMENT RECOMMENDATION**

The Human Resources Department recommends that the Board repeal and replace Resolution No. 323-2001 of the Salary and Benefits Resolution for Unrepresented Employees and approve the amended Salary and Benefits Resolution for Unrepresented Employees, which incorporates all past amendments and includes new changes to on-call compensation, with no other substantive changes made. The amended Salary and Benefits Resolution will become effective the first full pay period following Board of Supervisors approval; and

**DISCUSSION / BACKGROUND**

The Board of Supervisors previously amended the Salary and Benefits Resolution No. 323-2001 for Unrepresented Employees in response to the El Dorado County Charter Section 210(a)(6) which states that the Board of Supervisors shall establish the compensation of officers and employees. The Human Resources Department recognizes the need to incorporate all past amendments to the Unrepresented Employee Salary and Benefits Resolution No. 323-2001 in to one new document, to include the new changes to on-call duty compensation in order to better serve Unrepresented County employees.

**ALTERNATIVES**

N/A

**OTHER DEPARTMENT / AGENCY INVOLVEMENT**

Health and Human Services Agency

County Counsel has reviewed and approved the recommended changes.

**CAO RECOMMENDATION**

Adopt and authorize the Chair to sign the resolution.

**FINANCIAL IMPACT**

Because the County cannot predict with certainty which HHSA extra help employees will be on-call and cannot predict how frequently HHSA extra help employees will need to change to call-back status, the costs of the method of payment for on-call duty status HHSA extra help employees are only a reasonable estimate. Any additional costs would be primarily funded by State and Federal Funds with minimal impact to General Fund.

**CLERK OF THE BOARD FOLLOW UP ACTIONS**

Provide the Human Resources department with a certified copy of the adopted resolution signed by the Chair.

**STRATEGIC PLAN COMPONENT**

N/A

**CONTACT**

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