



## Legislation Details (With Text)

**File #:** 19-0650 **Version:** 1

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**File created:** 4/12/2019 **In control:** Board of Supervisors

**On agenda:** 4/30/2019 **Final action:** 4/30/2019

**Title:** Human Resources recommending the Board approve and authorize the Chair to sign  
1) Resolution 060-2019 to comply with a) the California Public Employees' Retirement System reporting requirements, b) Government Code Sections 20636 and 7522.34(a), and c) California Code of Regulations Title 2, Section 570.5 by retroactively adopting salary schedules for calendar years 2014 - 2018; and  
2) Resolution 061-2019 to correct a typographical error on Resolution 224-2014. (Est. Time: 5 Min.)

**FUNDING:** N/A

### Sponsors:

### Indexes:

### Code sections:

**Attachments:** 1. Exhibit A - 2014 Salary Schedule 4-30-19, 2. Attachment A1 - 2014 Salary Schedule Revision Log 4-30-19, 3. Attachment A2 - 2014 Corresponding Resolutions 4-30-19, 4. Exhibit B - 2015 Salary Schedule 4-30-19, 5. Attachment B1 - 2015 Salary Schedule Revision Log 4-30-19, 6. Attachment B2 - 2015 Corresponding Resolutions 4-30-19, 7. Exhibit C - 2016 Salary Schedule 4-30-19, 8. Attachment C1 - 2016 Salary Schedule Revision Log 4-30-19, 9. Attachment C2 - 2016 Corresponding Resolutions 4-30-19, 10. Exhibit D - 2017 Salary Schedule 4-30-19, 11. Attachment D1 - 2017 Salary Schedule Revision Log 4-30-19, 12. Exhibit E - 2018 Salary Schedule 4-30-19, 13. Attachment E1 - 2018 Salary Schedule Revision Log 4-30-19, 14. Attachment E2 - 2018 Corresponding Resolutions 4-30-19, 15. Attachment F - Resolution - Salary Schedule Adoptions 4-30-19, 16. Attachment G - Resolution - Salary Correction 4-30-19, 17. Attachment H - Approved Blue Route 4-30-19, 18. Executed Resolution 061-2019, 19. Executed Resolution 060-2019

Date	Ver.	Action By	Action	Result
4/30/2019	1	Board of Supervisors	Approved	Pass

Human Resources recommending the Board approve and authorize the Chair to sign  
1) Resolution **060-2019** to comply with a) the California Public Employees' Retirement System reporting requirements, b) Government Code Sections 20636 and 7522.34(a), and c) California Code of Regulations Title 2, Section 570.5 by retroactively adopting salary schedules for calendar years 2014 - 2018; and  
2) Resolution **061-2019** to correct a typographical error on Resolution 224-2014. (Est. Time: 5 Min.)

**FUNDING:** N/A

### DISCUSSION / BACKGROUND

On July 17, 2018, the County received audit findings from the California Public Employees' Retirement System (CalPERS). The findings found the County to be out of compliance with CalPERS reporting requirements, Government Code Sections 20636 and 7522.34(a), as well as California Code of Regulations Title 2, Section 570.5.

The audit findings noted that the County's salary schedules and changes thereto must be approved and adopted by the County's Board of Supervisors (Board), irrespective of previously approved

Board resolutions that affected changes to the salary schedules. These changes include the following:

- New Classifications
- Abolished Classifications
- Classification Title Changes
- New and Revised Salaries
- New and Revised Bargaining Units (Representation Groups)
- New and Revised Job Class Numbers

In order to bring the County into compliance, beginning September 11, 2018, Human Resources brought before the Board a salary schedule for adoption each time a change affecting the Salary Schedule was approved by the Board through a separate Resolution.

In January 2019, the Director of Human Resources and County Counsel met with CalPERS to further discuss this requirement. From that meeting, CalPERS revised their direction to the County and are now requiring the following:

1) The County must retroactively adopt a salary schedule for calendar years 2014 - 2018, encompassing all changes to the salary schedule that took place in that respective year. The County is requesting the Board retroactively adopt the following:

- Calendar Year 2014 Salary Schedule, Effective December 27, 2014 (Exhibit A)
- Calendar Year 2015 Salary Schedule, Effective December 26, 2015 (Exhibit B)
- Calendar Year 2016 Salary Schedule, Effective December 24, 2016 (Exhibit C)
- Calendar Year 2017 Salary Schedule, Effective December 23, 2017 (Exhibit D)
- Calendar Year 2018 Salary Schedule, Effective December 22, 2018 (Exhibit E)

In addition to the exhibits, the County has provided attachments for each calendar year to include a salary revision log and corresponding resolutions.

To comply with the 2014 - 2018 retroactive adoptions, Human Resources, to the best of our ability, identified all resolutions affecting the salary schedule that included effective dates between January 1, 2014 and December 31, 2018; and conducted a salary schedule comparison between calendar years.

Through this research, it was identified that Resolution 224-2014 had a typographical error, whereas the step 5 salary for the Elections Worker - Extra Help classification was incorrectly listed as \$14.65. The correct step 5 should have been \$14.64. Fortunately, the salary schedules from the date this Resolution was adopted displayed the correct step 5 salary. Human Resources is requesting the Board approve this correction (by way of resolution) to amend Resolution 224-2014.

2) Moving forward, at the beginning of each calendar year, the County must retroactively adopt the last salary schedule of the previous calendar year, which will encompass all Board approved changes affecting the salary schedule.

For calendar year 2019 and future years, Human Resources created a log to document all changes affecting the salary schedule and will return to the Board each year for retroactive approval of the last

salary schedule of the calendar year encompassing all changes made throughout the year. The Board item will also include all Board approved resolutions that directed said changes. Administratively, this approach is the most efficient to conduct business and also maintain compliance with CalPERS, Government Code, and California Code of Regulations.

### **ALTERNATIVES**

In order for the County to be in compliance with the abovementioned CalPERS reporting requirements, Government Code, and California Code of Regulations, there is no alternative.

### **PRIOR BOARD ACTION**

N/A

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

County Counsel

CalPERS

### **CAO RECOMMENDATION**

It is recommended that the Board approve this item.

### **FINANCIAL IMPACT**

N/A

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

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

### **STRATEGIC PLAN COMPONENT**

Good Governance

### **CONTACT**

Tameka Usher, Director of Human Resources