



## Legislation Details (With Text)

**File #:** 20-0003      **Version:** 1

**Type:** Agenda Item      **Status:** Approved

**File created:** 12/19/2019      **In control:** Board of Supervisors

**On agenda:** 1/7/2020      **Final action:** 1/7/2020

**Title:** Human Resources Department recommending the Board:  
1) Adopt and authorize the Chair to sign Resolution 003-2020 adopting a new salary scale for the Correctional Lieutenant classification retroactive to November 9, 2019, to comply with the Memorandum of Understanding between the County of El Dorado and the El Dorado County Managers' Association, Article 5, Section 1.C, and authorizing the compensation of employee(s) in the Correctional Lieutenant classification for back pay resulting from the delay in implementation of the required salary increase; and  
2) Order the Auditor-Controller's Office to implement the salary increases retroactive to the pay period including November 9, 2019 through pay period 1 of 2020 (January 3, 2020), and compensate employee(s) in the Correctional Lieutenant classification for back pay resulting from the delay in implementation of the required salary increase.

FUNDING: General Fund.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. A - Resolution MA Correctional LT Retro Salary Increase 1-7-20, 2. B - Approved Blue Route 1-7-20, 3. Executed Resolution 003-2020

Date	Ver.	Action By	Action	Result
1/7/2020	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board:

1) Adopt and authorize the Chair to sign Resolution **003-2020** adopting a new salary scale for the Correctional Lieutenant classification retroactive to November 9, 2019, to comply with the Memorandum of Understanding between the County of El Dorado and the El Dorado County Managers' Association, Article 5, Section 1.C, and authorizing the compensation of employee(s) in the Correctional Lieutenant classification for back pay resulting from the delay in implementation of the required salary increase; and  
2) Order the Auditor-Controller's Office to implement the salary increases retroactive to the pay period including November 9, 2019 through pay period 1 of 2020 (January 3, 2020), and compensate employee(s) in the Correctional Lieutenant classification for back pay resulting from the delay in implementation of the required salary increase.

**FUNDING:** General Fund.

### DISCUSSION / BACKGROUND

On September 17, 2019, the Board of Supervisors adopted a Memorandum of Understanding (MOU) with the El Dorado County Managers' Association (EDCMA) representing employees in the Management (MA) bargaining unit for the period July 1, 2018 through June 30, 2021. Article 5, Section 1.C of the MOU included a new anti-compaction provision that requires the County to adjust base wages as necessary for 15% anti-compaction above the highest paid subordinate

classifications, unless otherwise provided for in the MOU.

EDCMA MOU Article 5, Section 1. C specifically states:

C. Anti-Compaction

The step 1 base wage for Unit job classifications will be 15% greater than the step 1 base wage of each classification's highest paid subordinate job with three exceptions. The three exceptions which are listed here below will have a step 1 base wage that is 10% greater than the step 1 base wage of each classification's highest paid subordinate job classification:

Deputy Assessor - Systems and Support  
Mental Health Medical Director  
Supervising Deputy Public Defender

On November 5, 2019, the Board of Supervisors adopted a MOU with the Operating Engineers Local No. 3 (OE3) representing employees in the Corrections (CR) bargaining unit for the period July 1, 2018 through June 30, 2023. This MOU provided for base salary increases to CR classifications effective November 9, 2019, which resulted in salary compaction with the EDCMA represented classification of Correctional Lieutenant.

In order to comply with Article 5, Section 1.C of the EDCMA MOU, the base salary of Correctional Lieutenant should have been increased by 3.23% effective November 9, 2019, to provide a 15% base salary above the subordinate Sheriff's Correctional Sergeant classification.

It came to Human Resources' attention that the current base salary for Correctional Lieutenant did not comply with the provisions of the MOU and, as such, we are recommending the Board retroactively amend the salary schedule, and authorize and direct the Payroll Division of the Auditor/Controller's Office to implement the salary increases retroactive to the pay period including November 9, 2019 and compensate employee(s) in the Correctional Lieutenant classification for back pay resulting from the delay in implementation of the required salary increase.

The MOU between the County and the El Dorado County Manager's Association, adopted with Legistar item 19-1335, authorizes a 3.85% increase to base wages effective January 4, 2020. The 3.85% increase to the Correctional Lieutenant base salary will be based on the retroactive salary outlined in this item.

Lastly, in an attempt to mitigate future retroactive increases in these situations, the Human Resources Department is implementing a better system to track anti-compaction increases such as this.

## ALTERNATIVES

The retroactive salary increase is necessary to comply with the terms of the MOU between the County and the EDCMA, adopted by the Board on September 17, 2019.

## PRIOR BOARD ACTION

The Board adopted the MOU between the County and EDCMA on September 17, 2019 (Legistar #19-1335, Resolution 156-2019).

The Board adopted the MOU between the County and OE3, representing the CR unit, on November 5, 2019 (Legistar # 19-1520, Resolution 188-2019).

**OTHER DEPARTMENT / AGENCY INVOLVEMENT**

El Dorado County Managers' Association, Auditor-Controller's Office notified of need for back pay.

**CAO RECOMMENDATION**

It is recommended that the Board approve this item.

**FINANCIAL IMPACT**

The estimated total annual cost of this item is \$9,765. The estimated total cost to retroactively adopt the new salary schedule is \$1,821.

**CLERK OF THE BOARD FOLLOW UP ACTIONS**

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

**STRATEGIC PLAN COMPONENT**

Good Governance

**CONTACT**

Tameka Usher, Director of Human Resources