



Legislation Details (With Text)

File #: 22-2015 **Version:** 1

Type: Agenda Item **Status:** Approved

File created: 10/25/2022 **In control:** Board of Supervisors

On agenda: 11/15/2022 **Final action:** 11/15/2022

Title: Director of Human Resources recommending the Board:
 1) Adopt and authorize the Chair to sign the negotiated Letter of Agreements to the Memorandum of Understandings between the County of El Dorado and i) El Dorado County Employees' Association, Local No. 1, AFSCME Council 57, representing the General, Professional, and Supervisory bargaining units; ii) Operating Engineers, Local No. 3, representing the Trades and Crafts, and Corrections bargaining units; iii) El Dorado County Probation Officers Association, representing the Probation bargaining unit; and, iv) El Dorado County Criminal Attorneys' Association, representing the Criminal Attorney bargaining unit, updating the Life Insurance Section;
 2) Approve and authorize the Chair to sign the revised Salary and Benefits Resolution for Unrepresented Employees - Resolution 167-2022 effective the first pay period following adoption; and
 3) Direct the Human Resources Department and the Auditor-Controller's Office to administer and implement the Resolutions' provisions.

FUNDING: Countywide cost (General Fund and Non-General Fund).

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Life Insurance Quote 11-15-22, 2. B - CA LOA 11-15-2022, 3. C - CA LOA blue route 11-15-2022, 4. D - PR LOA 11-15-2022, 5. E - PR LOA blue route 11-15-2022, 6. F - CR LOA 11-15-2022, 7. G - CR LOA blue route 11-15-2022, 8. H - TC LOA 11-15-2022, 9. I - TC LOA blue route 11-15-2022, 10. J - GE PL SU LOA 11-15-2022, 11. K - GE PL SU LOA blue route 11-15-2022, 12. L - Unrep Reso Redline 11-15-2022, 13. M - Unrep Reso Clean 11-15-2022, 14. N - Unrep Reso Blue Route 11-15-2022, 15. Executed Resolution 167-2022, 16. Executed GE PL, SU LOA, 17. Executed TC LOA, 18. Executed CR LOA, 19. Executed PR LOA, 20. Executed CA LOA

Date	Ver.	Action By	Action	Result
11/15/2022	1	Board of Supervisors	Approved	Pass

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 2) Approve and authorize the Chair to sign the revised Salary and Benefits Resolution for Unrepresented Employees - Resolution **167-2022** effective the first pay period following adoption; and
 3) Direct the Human Resources Department and the Auditor-Controller's Office to administer and implement the Resolutions' provisions.

FUNDING: Countywide cost (General Fund and Non-General Fund).

DISCUSSION / BACKGROUND

On August 16, 2022, with Legistar 22-1240, the Board of Supervisors took actions regarding Health Plan Programs and Ancillary Employee Benefit Programs for the 2023 Plan Year, including approving the 2023 health plan rate cards and authorizing the Director of Human Resources to execute administrative health and benefit program plan renewals. The County currently has a Rate Guarantee (no increase/decrease in premium rates) for Basic Life with Accidental Death and Dismemberment (AD&D) Insurance through our plan carrier, Lincoln Financial, for the 2023 plan year. As such, the County did not propose any Life Insurance changes to the Board at that time.

For eligible employees, employer paid Basic Life with AD&D insurance coverage limits are specifically prescribed (by current dollar amount of coverage) in their respective Memoranda of Understanding (MOU). The vast majority of eligible employees have received the same level of coverage since 1999 (the year Local No. 1 received an increase from \$10,000 coverage to the current \$20,000 coverage upon adoption of their then-current MOU).

Because different bargaining units, crossing multiple MOUs receive the same class (or level) of benefit coverage, in order to increase this benefit, the County had to negotiate with represented bargaining units simultaneously. Having completed those negotiations, Human Resources recommends the Board adopt the LOA with each of the applicable bargaining units in order to increase employer paid Basic Life with AD&D insurance coverage limits for the 2023 Plan year. Note, the Board has already adopted similar language in current MOUs with two additional bargaining units, and therefore did not need a LOA for those units.

Basic Life Insurance with AD&D coverage is recommended to be changed as follows, effective January 1, 2023:

	CURRENT	PROPOSED
Class 1: EL, UD	\$60,000	\$100,000
Class 2: MA, UM, SM, CA	\$40,000	\$80,000
Class 3: CO	\$30,000	\$60,000
Class 4: GE, PL, SU, CR, TC, PR	\$20,000	\$40,000

Revising the Salary and Benefits Resolution for Unrepresented Employees

Human Resources has prepared a revised Salary and Benefits Resolution for Unrepresented Employees to be approved by the Board. A summary of the changes is below; however, it should be noted that the majority of changes are formatting, reorganization of sections, and re-wording to eliminate inconsistency.

1. Modification to the existing employer paid Basic Life with AD&D insurance coverage as described, above.
2. Modification to Donation of Vacation Leave to defer to the Personnel Rules, for consistency.
3. Addition of language pertaining to Court Appearances; off-duty court compensation is currently

prescribed by the County Personnel Rules. However, the Personnel Rules are currently being modified, and as proposed, would remove the prescribed pay and instead defer to MOUs. In order to ensure that currently eligible unrepresented employees continue to receive the off-duty court appearance pay provided by the current Personnel Rules, it is being added to the Salary and Benefits Resolution for no loss or change in benefit.

4. Additional "house-keeping" language changes, including grammar, punctuation, and clarification are included in the recommended revisions.

ALTERNATIVES

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

PRIOR BOARD ACTION

Salary and Benefits Resolution for Unrepresented Employees was previously adopted June 28, 2022, Legistar 22-1084.

On August 16, 2022, with Legistar 22-1240, the Board of Supervisors took actions regarding Health Plan Programs and Ancillary Employee Benefit Programs for the 2023 Plan Year.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Chief Administrative Office
County Counsel

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The cost of increasing employer Basic Life Insurance with AD&D as proposed is estimated at an additional \$53,542 per year, for a total annual cost of \$107,322. As these changes would take effect January 1, 2023, the cost increase for FY 2022-2023 is estimated at \$26,771.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon Board adoption and approval, please provide one copy each of the executed Resolution to Misty Garcia in Human Resources.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Joseph Carruesco, Director of Human Resources