



# County of El Dorado

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## Legislation Text

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**File #:** 15-0727, **Version:** 1

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Human Resources recommending the Board approve and authorize the Chair to sign Resolution **093-2015**, amending the Salary and Benefits Resolution for Unrepresented Employees to:

- 1) Revise Section 1407 On-Call Duty and Call-Back Pay for Extra Help Employees to make its provisions applicable to non-exempt confidential employees and to specify an alternate method of compensation for on-call duty and call-back compensation for Health and Human Services Agency non-exempt confidential and extra help employees only; and
- 2) Direct Human Resources and Auditor-Controller's Office to administer and implement the provisions of Resolution 093-2015, amending the Salary and Benefits Resolution for Unrepresented Employees.

**FUNDING:** Health and Human Services Agency - Primarily State and Federal Funds.

### **DEPARTMENT RECOMMENDATION**

Approve the recommended amendment to the Salary and Benefits Resolution for Unrepresented Employees.

### **DISCUSSION / BACKGROUND**

On December 11, 2001, the Board of Supervisors adopted Salary and Benefits Resolution 323-2001 for Unrepresented Employees. Section 1407 On-Call Duty and Call-Back Pay for Extra Help Employees provides for hourly compensation for extra help employees who are assigned to on-call duty and specifies compensation for those employees when they are required to return to work while on-call ("Call Back Pay"). This amendment is recommended in order to provide consistency by making the provisions of Section 1407 applicable to all non-exempt employees subject to the salary and benefits resolution. In addition, on-call compensation is revised for employees of the Health and Human Services Agency only, in order to provide the same compensation for non-exempt confidential and extra help employees within HHSA that their represented counterparts receive pursuant to the Memorandum of Understanding with the El Dorado County Employees' Association, Local No. 1. For HHSA employees, on-call compensation will be paid at 20% of the employee's base hourly rate; compensation for all other employees will remain at \$1.60 per hour.

### **ALTERNATIVES**

N/A

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

Health and Human Services Agency (HHSA)

County Counsel has reviewed and approved the recommended changes.

### **CAO RECOMMENDATION**

Adopt resolution.

### **FINANCIAL IMPACT**

Because the County cannot predict with certainty which HHSA unrepresented employees will be on-

call and cannot predict how frequently HHSA unrepresented employees on-call employees will need to change to call-back status, the costs of the method of payment for on-call duty status HHSA unrepresented employees is 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**

Clerk of the Board to return the signed Unrepresented Employees Salary and Benefits Resolution amending on-call duty compensation for HHSA non-exempt confidential and extra help employees to Human Resources for implementation.

**STRATEGIC PLAN COMPONENT**

N/A

**CONTACT**

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