



Legislation Text

File #: 14-1431, **Version:** 2

Human Resources Department recommending the Board consider the following:

- 1) Approve and authorize the Chair to sign the Letter of Agreement between the County of El Dorado and the El Dorado County Law Enforcement Managers' Association Bargaining Unit, amending Article 10. Special Pays to include the addition of Section 10. Deputy Chief Probation Officer - Institutions Differential, noting that the amendment would be effective the first full pay period following Board of Supervisors approval; and
- 2) Direct Human Resources and Auditor-Controller's to administer and implement the provisions of the amendment.

FUNDING: General Fund.

DEPARTMENT RECOMMENDATION

The Human Resources Department recommends that the Board approve the Letter of Agreement between the County and EDC LEMA, amending Article 10. Special Pays to include:

Section 10. Deputy Chief Probation Officer - Institutions Differential

- A. During the term of this Memorandum of Understanding, the Deputy Chief Probation Officer assigned to manage both the Placerville Juvenile Hall and the Juvenile Treatment Center in South Lake Tahoe shall receive a 5% differential of the employee's base hourly rate of pay.
- B. When such assignment is terminated at the discretion of the Chief Probation Officer and the employee is no longer eligible for the Deputy Chief Probation Officer - Institutions Differential, such loss of pay shall not be considered a "punitive action" under the Public Safety Officers procedural Bill of Rights Act (Government Code section 3300 et. seq.) and is not subject to appeal or grievance.

EDC LEMA has reviewed and concurs with the recommended amendment.

DISCUSSION / BACKGROUND

On November 4, 2014, the Board of Supervisors approved and adopted the July 1, 2013 - June 30, 2016 Memorandum of Understanding (MOU) between the County and EDC LEMA.

Since the adoption of the MOU, the Chief Probation Officer has made the decision to not fill the Assistant Chief Probation Officer allocation. As a result, job assignments have been distributed to the Deputy Chief Probation Officers. The Deputy Chief Probation Officer in charge of Institutions is in charge of two 24-hour facilities and will oversee approximately 47% of the total Probation Department allocations not to mention being consistently available 24-hours to Institution staff. The 5% differential is in recognition of this responsibility.

ALTERNATIVES

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Probation Department

El Dorado County Law Enforcement Managers' Association Bargaining Unit

County Counsel has reviewed and approved the recommended changes.

CAO RECOMMENDATION

Approve Department recommendation.

FINANCIAL IMPACT

As of July 1, 2015, the base rate of pay for a Deputy Chief Probation Officer will be \$49.58. The 5% Institutions Differential would represent an overall yearly increase of \$5,158 above base rate of pay. Benefit costs such as Cal PERS and medi-care will also increase resulting in additional costs of approximately \$2,000 for a total salary and benefit increase of approximately \$7,100. This additional cost will be managed by the salary savings received from a vacant Assistant Chief Probation Officer allocation.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon approval, Human Resources to provide the Clerk of the Board with three original Letters of Agreement for the Chair's signature.

Clerk of the Board to return the two signed original Letters of Agreement to Human Resources for implementation.

STRATEGIC PLAN COMPONENT

N/A

CONTACT

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