File #: 20-1384, **Version:** 1

Human Resources Department recommending the Board adopt and authorize the Chair to sign Resolution **170-2020** to:
1) Approve the salary increases for the classifications of Facilities Project Manager I, Facilities Project Manager II, and Deputy Building Official in order to offset compensation reductions due to changing bargaining units; and
2) Approve the bargaining unit changes for the following classifications: Chief Fiscal Officer, Facilities Project Manager I/II, and Deputy Building Official.

FUNDING: CAO - Various funding streams including road fund, federal funds, state funds, permit and fee revenue, and general fund; HHSA - Various HHSA funding streams including federal, state, and local funds; Planning and Building - 100% permit fees; Probation - general fund; and Sheriff - general fund.

DISCUSSION / BACKGROUND

Human Resources conducted an analysis of classifications allocated to represented and unrepresented bargaining units to ensure classifications within each unit share an identifiable community of interest consistent with the principles set forth in section 2.07 of the Employer-Employee Relations Resolution. For example, in November 2017 (Legistar # 14-1649), the County moved several classifications from Appointed Department Director, union code UD, to Administrative Management, union code UM. In a continuation of our analysis, some classifications with a UM union code should be represented by the El Dorado County Managers' Association, union code MA, and some classifications in the MA code should be assigned to UM. Therefore, a bargaining unit change is recommended for the classifications listed below, effective the first pay period of Calendar Year 2021.

Additionally, given the bargaining unit changes from UM to MA (Facilities Project Manager I/II and Deputy Building Official), the County is recommending to increase the salaries of these classifications so that the incumbents will not be negatively impacted. Refer to the Financial Impact section for further information.

The bargaining unit changes will affect the following allocations:

Chief Fiscal Officer - Change from MA to UM
Chief Administrative Office Central Fiscal Division - 1.0 full time equivalent positions (FTE)
Health and Human Services Agency - 1.0 FTE
Probation Department - 1.0 FTE
Sheriff's Office - 1.0 FTE

Currently, there is a Chief Fiscal Officer-UM classification in the UM group, while the Chief Fiscal Officer classification identified above is in the MA group. Approval of this recommendation will establish consistency among all Chief Fiscal Officers and recognize that the level of responsibility

assigned to this classification, especially with respect to decisions effecting labor relations and sensitive salary projections concerning the County's budget and fiscal controls, is consistent with other management-level positions allocated to the UM group.

Facilities Project Manager I/II - Change from UM to MA
Chief Administrative Office Facilities Division - 3.0 FTE

Based on the duties and scope of responsibility of these positions, as well as taking into consideration the supervisor for these positions is currently in the MA group, it is recommended these two positions be moved from UM to MA.

Deputy Building Official - Change from UM to MA
Department of Planning and Building - 1.0 FTE

Based on the duties and scope of responsibility of these positions, it is recommended this position be moved from UM to MA.

ALTERNATIVES
The Board could choose not to approve any of the proposed bargaining unit changes and request additional information from Human Resources or direct Human Resources to maintain the current bargaining units for one or more of the respective classifications.

PRIOR BOARD ACTION
See above.

OTHER DEPARTMENT / AGENCY INVOLVEMENT
El Dorado County Managers' Association
Chief Administrative Office
Health and Human Services Agency
Department of Planning and Building
Probation Department
Sheriff's Office

CAO RECOMMENDATION
Approve as recommended.

FINANCIAL IMPACT
There are two significant differences in benefits and other compensation between the Managers' Association and Administrative Management bargaining units that will result in a financial impact for employees changing units. The major differences across the two units are:

- The County contributes 65% of health premiums for the Managers' Association, and for Administrative Management the County annually sets the contribution rate with 7.5% max increase in the County's Contribution (which is approximately 70%).
- Miscellaneous Administrative Management employees: the County pays 44 -57% of their CalPERS employee contribution. However, Managers' Association employees previously received a PERS Swap, so they pay the entire employee contribution.

Given that the bargaining unit changes will be effective pay period 01 of calendar year 2021, the

financial impacts are as follows:

Chief Administrative Office - Central Services
Approximate Annual Cost Increase: $13,800
Approximate Cost Increase Remainder FY 2020-21: $7,200

Health and Human Services Agency
Approximate Annual Cost Increase: $6,800
Approximate Cost Increase Remainder FY 2020-21: $3,500

Planning and Building
Approximate Annual Cost Increase: $1,300
Approximate Cost Increase Remainder FY 2020-21: $700

Probation
Approximate Annual Cost Increase: $4,700
Approximate Cost Increase Remainder FY 2020-21: $2,400

Sheriff
Approximate Annual Cost Increase: $6,800
Approximate Cost Increase Remainder FY 2020-21: $3,500

CLERK OF THE BOARD FOLLOW UP ACTIONS
Upon Board 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