County of El Dorado

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Legislation Text

File #: 21-0026, **Version:** 1

Human Resources Department recommending the Board approve and authorize the Chair to sign Resolution **216-2021** to comply with:
1) The California Public Employees' Retirement System reporting requirements;
2) Government Code sections 20636 and 7522.34(a); and
3) California Code of Regulations 570.5 by adopting the salary schedule for the 2020 calendar year incorporating all changes previously approved by the Board and made effective in 2020.

FUNDING: N/A

DISCUSSION / BACKGROUND

On July 17, 2018, the County received audit findings from the California Public Employees' Retirement System (CalPERS). The findings found the County to be out of compliance with CalPERS reporting requirements, Government Code sections 20636 and 7522.34(a), as well as California Code of Regulations 570.5.

The audit findings noted that the County's salary schedules and changes thereto must be approved and adopted by the County's Board of Supervisors (Board), irrespective of previously approved Board actions/resolutions that affected changes to the salary schedules. These changes include the following:

- New Classifications
- Abolished Classifications
- Classification Title Changes
- New and Revised Salaries
- New and Revised Bargaining Units (Representation Groups)
- New and Revised Job Class Numbers

Human Resources and County Counsel met with CalPERS to discuss an efficient process to have the salary schedule adopted by the Board that would not require adoption each time there was a Board approved change. As a result of such, Human Resources is requesting that the Board adopt the last salary schedule in 2020 (effective December 19, 2020), which encompasses all previous Board approved actions/resolutions that affected the 2020 salary schedule.

ALTERNATIVES

In order for the County to be in compliance with the abovementioned CalPERS reporting requirements, Government Code, and California Code of Regulations, there is no alternative.

PRIOR BOARD ACTION

Legistar #: 19-0650 - Adoption of 2014 through 2018 salary schedules
Legistar #: 20-0016 - Adoption of 2019 salary schedule

OTHER DEPARTMENT / AGENCY INVOLVEMENT
County Counsel
CalPERS

CAO RECOMMENDATION
Approve as recommended.

FINANCIAL IMPACT
There is no financial impact related to the adoption of the 2020 salary schedule.

CLERK OF THE BOARD FOLLOW UP ACTIONS
Upon Board adoption and approval, please provide a fully executed copy of the Resolution to the Katie Lee in Human Resources.

STRATEGIC PLAN COMPONENT
Good Governance

CONTACT
Tameka Usher, Director of Human Resources