



Legislation Text

File #: 22-0029, **Version:** 1

Human Resources Department recommending the Board approve and authorize the Chair to sign Resolution **006-2022**:

- 1) Adopting a new salary scale for the Community Health Advocate and Defensible Space Inspector I/II/Sr classifications retroactive to November 20, 2021, to comply with the Memorandum of Understanding between the County of El Dorado and the El Dorado County Employees' Association, Local 1, AFSCME Council 57, representing employees in the General, Professional, and Supervisory bargaining units, Article 5, Section 1;
- 2) Authorizing the compensation of employee(s) in the Community Health Advocate classification for back pay resulting from the delay in implementation of the required salary increase; and
- 3) Waiving recovery of overpayment to employees in the Defensible Space Inspector I/II/Sr classifications made in accordance with the incorrect salary schedule previously effective the pay period including November 20, 2021 through pay period 01 of 2022 (December 31, 2021), as the sole incumbent has separated employment and the classifications are presently vacant.

FUNDING: Various.

DISCUSSION / BACKGROUND

On November 16, 2021, the Board of Supervisors adopted a Memorandum of Understanding (MOU) with the El Dorado County Employees' Association, Local 1, AFSCME Council 57 (Union), representing employees in the General, Professional, and Supervisory bargaining units for the period September 12, 2020 through December 31, 2023. Article 6, Section 1 of the MOU provided that effective the first full pay period following Board adoption of the MOU, the County would increase base wages for benchmark classifications and internally tied non-benchmark classifications to approximately 3.0% (+/- 1%) behind the median of the County's April 2020 comparable agency compensation survey.

In order to comply with Article 5, Section 1 of the MOU, the base salary of Community Health Advocate should have been increased by 4.49% effective November 20, 2021; it was mistakenly given an increase of only 0.73%. Likewise, the base salary of the Defensible Space Inspector I/II/Sr classifications should have only been increased by 0.17% effective November 20, 2021; they were mistakenly increased by 4.80%.

Though there are three Defensible Space Inspector classifications (I, II, and Sr), there was only one filled allocation during the time period affected by the incorrect increase; the sole incumbent received an overpayment of approximately \$1.22 per hour for one full pay period before separating employment, totaling an estimated \$108 in overpayment. The Defensible Space Inspector classifications have been vacant since the last incumbent separated employment on December 3, 2021. If directed to recover the overpayment, it is likely that the staff time incurred to attempt to recover the overpayment would exceed the amount of overpayment.

As the base salaries for the Community Health Advocate and Defensible Space Inspector I/II/Sr

classifications during the pay periods including November 20, 2021 through December 31, 2021 did not comply with the provisions of the MOU, Human Resources is recommending the Board:

- 1) Retroactively amend the salary schedule;
- 2) Authorize and direct the Payroll Division of the Auditor/Controller's Office to implement the Community Health Advocate salary increases retroactive to the pay period including November 20, 2021 and compensate employee(s) in the Community Health Advocate classification for back pay resulting from the delay in implementation of the required salary increase; and
- 3) Waive recovery of overpayment made to the sole employee in the Defensible Space Inspector I/II/Sr classifications, as payment at the time had been made in accordance with the errant salary schedule previously in effect, and as the sole incumbent has separated employment and the classifications are presently vacant.

ALTERNATIVES

The retroactive salary increase is necessary to comply with the terms of the MOU between the County and the Union, adopted by the Board on November 16, 2021.

PRIOR BOARD ACTION

The Board adopted the MOU between the County and Union on November 16, 2021 (Legistar #21-1788, Resolution 152-2021).

OTHER DEPARTMENT / AGENCY INVOLVEMENT

El Dorado County Employees' Association, Local 1, AFSCME Council 57

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The cost of waiving recovery of overpayment of the Sr. Defensible Space Inspector is \$108, and the allocation is funded by the General Fund. The retroactive compensation to the Community Health Advocate classification will total approximately \$610. The Community Health Advocate allocations are funded by State funding, grants, and General Fund. The ongoing annual cost of increasing the Community Health Advocate allocations is approximately \$7,900.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon Board adoption and approval, please provide a copy of the fully executed Resolution to Heather Andersen and Lauren Montalvo in Human Resources.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Joseph Carruesco, Director of Human Resources