



Legislation Text

File #: 22-0987, **Version:** 1

Chief Administrative Office recommending the Board adopt and authorize the Chair to sign Resolution **099-2022 to:**

- 1) Approve the Authorized Personnel Allocation, with the personnel allocation schedule included by reference as Exhibit A to the Resolution, based on the Board-approved Fiscal Year 2022-23 Recommended Budget and the addition of 2.0 full-time equivalent Highway Maintenance Worker I/II/III allocations into the Department of Transportation; and
- 2) Direct the Director of Human Resources to waive any applicable competitive recruitment, eligibility list, and/or minimum qualification requirements under the County of El Dorado Personnel Rules to facilitate the Highway Maintenance Worker I appointment(s) in lieu of Custodian layoff in accordance with the Letter of Agreement between the County and the affected bargaining unit.

FUNDING: Countywide Budget.

DISCUSSION / BACKGROUND

The Board approved the FY 2022-23 Recommended Budget on Tuesday, June 7, 2022, and directed the Chief Administrative Office to return no later than June 30, 2022, with a recommendation to adopt the Fiscal Year 2022-23 Authorized Personnel Allocation Resolution. The attached resolution reflects all position allocations for FY 2022-23, based on the Board approved Fiscal Year 2022-23 Recommended Budget.

In addition, on May 10, 2022, with Legistar item 22-0636, the Board approved a negotiated Letter of Agreement to the Memorandum of Understanding between the County of El Dorado and Operating Engineers Local Union No. 3 representing the Trades and Crafts bargaining unit. This Letter of Agreement addresses the terms and conditions associated with the transfer of bargaining unit work to a contracted vendor and the associated Reduction in Force of custodial staff. The Letter of Agreement specifies that the Board of Supervisors shall waive any applicable competitive recruitment, eligibility list, and/or minimum qualification requirements under the County of El Dorado Personnel Rules to facilitate the Highway Maintenance Worker I appointment(s) for affected Custodians.

On May 17, 2022, with Legistar item 22-0864, the Board approved Resolution 073-2022 to delete 9.85 FTE Custodian and 1.0 FTE Sr. Custodian allocated positions; and authorize the Human Resources Department to initiate and process a reduction in force. Of the 10.85 FTE impacted positions, 3.0 FTE Custodians have elected to move to Highway Maintenance Worker I positions, effective July 16, 2022. To facilitate the move of the 3.0 FTE Custodians, an additional 2.0 FTE Highway Maintenance Worker I/II/III allocations will need to be added to the Department of Transportation. The additional 2.0 FTE Highway Maintenance Worker I/II/III allocations will be a temporary addition, and when through attrition 2.0 FTE Highway Maintenance Worker I/II/III allocations become vacant, the Department will return to the Board to delete these allocations no later than with the FY 2023-24 Recommended Budget.

The personnel allocation schedule included in the Resolution as Exhibit A includes the addition of 2.0

FTE Highway Maintenance Worker I/II/III allocations in the Department of Transportation. Otherwise, the Allocation matches what was approved by the Board at the June 7, 2022, Budget Hearing.

ALTERNATIVES

The Board may choose to make changes to the personnel allocation.

PRIOR BOARD ACTION

05/10/2022 - 22-0636 Approval of Letter of Agreement

05/17/2022 - 22-0864 Approval of Reduction in Force Resolution

06/07/2022 - 22-0973 Approval of the FY 2022-23 Recommended Budget

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Human Resources, County Counsel

FINANCIAL IMPACT

Funding for the positions has been included in the FY 2022-23 Recommended Budget except for the additional Highway Maintenance Worker allocations. The 2.0 FTE Highway Maintenance Worker I/II/III allocations are temporary, and it is anticipated that department savings from vacancies will cover the increased costs until the allocations are deleted through attrition.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Clerk to obtain the Chair's signature on the Resolution and provide a copy to the Chief Administrative Office and the Human Resources Department.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Don Ashton, Chief Administrative Officer