



Agenda Submittal

Agenda #: 8 **Status:** Approved
Type: Resolution **Department:** Human Resources
File #: 12-0202 **Contact:** Georgia Cochran, 784-3406
Agenda date: 3/27/2012 **Final action:** 3/27/2012
Title: Adopt a resolution amending the Personnel and Salary Resolution to incorporate language regarding employee benefits and leaves to provide conformity with changes that were approved for most Represented employees; Codify changes for Unrepresented employees that were previously approved by the Board of Supervisors; and Incorporate clean-up language to existing overtime codes
Governing body: Board of Supervisors
District: All
Attachments: 1. A - Resolution with Track Changes, 2. B - Resolution.pdf, 3. Minute Order.pdf

Date	Ver.	Action By	Action	Result
3/27/2012	1	Board of Supervisors	Adopted	

Published Notice Required? Yes _____ No X
Public Hearing Required? Yes _____ No X

DEPARTMENTAL RECOMMENDATION:

Staff recommends the Board of Supervisors adopt a resolution to amend the Personnel and Salary Resolution (PSR) to:

- 1) Incorporate language regarding employee benefits and leaves to provide conformity with changes that were approved or imposed for most Represented employees;
- 2) Codify changes for Unrepresented employees that were previously approved by the Board of Supervisors; and
- 3) Incorporate clean-up language to existing overtime codes.

SUMMARY/DISCUSSION:

In an effort to contain future employee benefits costs, the County negotiated contracts or imposed terms and conditions of employment containing a variety of concessions with most of the unions representing County employees. These concessions include lower retirement tiers, reductions to the CalPERS Employer Paid Member Contribution (EPMC); elimination of floating holidays; reducing the County's contribution toward medical insurance from 80% to 75% of the CalPERS Kaiser Bay Area Region family rate; and modification of merit increase eligibility dates to increments of 26 pay periods for new hires, thereby extending the period of time it takes to get to the top salary step from 3.5 years to 4.0 years. Some of these concessions have also been adopted for Unrepresented employees; however, the PSR was not amended to include those changes.

To provide conformity with changes that were previously approved or imposed for most Represented employees, staff is recommending the Board of Supervisors modify the PSR to eliminate floating holidays, modify merit increase eligibility dates to increments of 26 pay periods for employees hired or promoted on or

after April 1, 2012, and lower retirement tiers for future employees eligible for the Miscellaneous and County Peace Officer retirement plans. The recommended changes also include an update to the Tuition Reimbursement Program to eliminate the continued service requirement for employees who leave the County as a result of layoffs, and clean-up changes to the Overtime Work Defined section.

Staff is also recommending amendments to the PSR to incorporate language regarding concessions that have already been adopted for Unrepresented employees in the areas of reductions to the CalPERS EPMC, reducing the County's contribution toward medical insurance from 80% to 75%, and the lower retirement tier for Unrepresented Local Sheriff employees.

FINANCIAL IMPACT:

When appropriate, the financial impacts of the changes to the FY2011/12 budgets have been projected in the Midyear Budget estimates. The FY2012/13 Requested budgets reflect the full fiscal impact of the concessions and/or imposed terms and conditions.

ALTERNATIVES:

The Board of Supervisors could choose not to adopt all or a portion of the proposed changes to the PSR. Staff does not recommend this alternative, since some of these changes are recommended to codify changes that were previously adopted by the Board of Supervisors. The remaining changes are recommended in an effort to provide conformity with changes that have already been approved or imposed for most Represented employees in an effort to contain the costs for employee benefits.

OTHER AGENCY INVOLVEMENT:

Human Resources worked with the County Administrator's Office in preparing this report.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION