



## Legislation Text

File #: 18-816, Version: 1

### MEMORANDUM

**TO:** Board of Supervisors  
**FROM:** Carol J. Huchingson, County Administrative Officer  
**DATE:** September 25, 2018

**SUBJECT:** (a) Adopt Resolution Establishing Salaries and Benefits for Management Employees for the Period from July 1, 2018 to June 30, 2019; (b) Adopt Resolution Establishing Salaries and Benefits for Employees Assigned to the Confidential Unit, Section A, for July 1, 2018 to June 30, 2019; and (c) Adopt Resolution Establishing Salaries and Benefits for Employees Assigned to the Confidential Unit, Section B, for July 1, 2018 to June 30, 2019

#### EXECUTIVE SUMMARY:

Staff is recommending your Board approve these three MOU's which, with just one exception, are unchanged from prior year other than extension of the effective dates.

The change recommended is in the Management MOU - a new Section 5.4 is added to make it possible for management employees to earn straight-time overtime (OT) pay when working beyond 40 hours per week as Disaster Service Workers (DSW's). Such OT would require authorization by Board Resolution. As your Board is aware, County employees have worked tirelessly through repeated disasters. Non-management employees earn OT or comp-time (at time and a half) for hours worked in excess of 40 as DSW's. But there has been no way to compensate management for their extraordinary service during times of disaster. Adding this provision to the Management MOU would make straight-time OT possible for future events - and would also enable potential claiming of state and federal funding sources in disaster.

**FISCAL IMPACT:** ☒ None ☐ Budgeted ☐ Non-Budgeted  
Estimated Cost:  
Amount Budgeted:  
Additional Requested:  
Annual Cost (if planned for future years):

**FISCAL IMPACT (Narrative):** None

**STAFFING IMPACT (if applicable):** None

**RECOMMENDED ACTION:**

- (a) Adopt Resolution Establishing Salaries and Benefits for Management Employees for the Period from July 1, 2018 to June 30, 2019.
- (b) Adopt Resolution Establishing Salaries and Benefits for Employees Assigned to the Confidential Unit, Section A, for July 1, 2018 to June 30, 2019.
- (c) Adopt Resolution Establishing Salaries and Benefits for Employees Assigned to the Confidential Unit, Section B, for July 1, 2018 to June 30, 2019.