



Legislation Text

File #: 20-883, Version: 1

Memorandum

Date: September 15, 2020

To: The Honorable Moke Simon, Chair, Lake County Board of Supervisors

From: Carol J. Huchingson, County Administrative Officer

Subject: Consideration of a Resolution Authorizing Straight-Time Overtime Pay, for Management Employees Working Beyond Forty (40 Hours in a Week Due to Board of Supervisors Declared Emergencies, Concurrent with Active Emergency Operations Centers for the COVID-10 Pandemic Event and for the LNU Lightning Complex Wildfire Event, Capped at Forty (40) Hours per Event

Executive Summary: (include fiscal and staffing impact narrative):

As your Board is aware, pursuant to the Management Resolution and the Memorandum of Understanding with the Lake County Sheriff Management Association, by Board resolution, limited overtime (OT) may be granted to management employees during a Board-declared disaster, capped at 40 hours per event.

Unlike hourly employees who are eligible to receive OT when working in excess of 40 hours in a work week, management employees do not ordinarily receive such compensation. Over the course of the last five years and 12 major disasters, management employees have served as the backbone of County disaster response, working long hours and standing up in extraordinary ways, again and again.

If approved by your Board, the subject resolution would apply to both the COVID-19 pandemic and the LNU Lightning Complex Wildfire events. In both circumstances, it is proposed that such limited OT be authorized for management employees who have gone well beyond their customary duties during these disasters, have been put in harm's way by the nature of the work, and have far exceeded 40 hours in a week. This OT would not be authorized for employees who routinely or remotely, during the event(s).

If not budgeted, fill in the blanks below only:

Estimated Cost: _____ Amount Budgeted: _____ Additional Requested: _____ Future Annual Cost: _____

Consistency with Vision 2028 and/or Fiscal Crisis Management Plan (check all that apply):

- | | | | |
|---|---|--|--|
| <input checked="" type="checkbox"/> Well-being of Residents | <input checked="" type="checkbox"/> Public Safety | <input type="checkbox"/> Infrastructure | <input type="checkbox"/> Not applicable |
| <input type="checkbox"/> Economic Development | <input checked="" type="checkbox"/> Disaster Recovery | <input checked="" type="checkbox"/> County Workforce | <input type="checkbox"/> Technology Upgrades |
| <input type="checkbox"/> Community Collaboration | <input type="checkbox"/> Business Process Efficiency | <input type="checkbox"/> Clear Lake | <input type="checkbox"/> Revenue Generation |
| | | | <input type="checkbox"/> Cost Savings |

If request for exemption from competitive bid in accordance with County Code Chapter 2 Sec. 2-38, fill in blanks below:

Which exemption is being requested?
How long has Agreement been in place?
When was purchase last rebid?
Reason for request to waive bid?

Recommended Action:

Adopt Resolution Authorizing Straight-Time Overtime Pay, for Management Employees Working Beyond Forty (40) Hours in a Week Due to Board of Supervisors Declared Emergencies, Concurrent with Active Emergency Operations Centers for the COVID-10 Pandemic Event and for the LNU Lightning Complex Wildfire Event, Capped at Forty (40) Hours per Event