

Proposal 27

SEIU LOCAL 521 PROPOSALS TO Kern County

SEIU RESERVES THE RIGHT TO MODIFY, DELETE OR ADD TO THE FOLLOWING PROPOSALS

ARTICLE VII - RECOVERY OF OVERPAYMENTS OR CORRECTION OF UNDERPAYMENT OF WAGES OR EMPLOYEE BENEFITS

A. If, because of an administrative error, any employee of the County receives payment of monies or receives benefits in excess of that legally due, the employee may upon written notice from the County elect, solely in their discretion, to use one or more of the following methods to reimburse the County by signing a "Request for Correction of Payroll Error" at the departmental level:

1. Repayment in cash, net of taxes, in full or by a fixed installment plan agreed to by the employee and the Auditor-Controller-County Clerk after the employee is provided documentation of the error, notice, and the opportunity to object.

2. Repayment in full, deducted from the next payroll warrant issued to the employee after the employee is provided documentation of the error, notice, and the opportunity to object. This option will only be used by the Auditor-Controller-County Clerk, with due consideration of the amount to be deducted and the amount of disposable earnings available to the employee.

3. Repayment by fixed installment deductions from sequential payroll warrants, with the number and amount of installments after the employee is provided documentation of the error, notice, and the opportunity to object. The number and amount of the installments be determined mutually between the employee and the Auditor-Controller-County Clerk, with due consideration of the amount of the overpayment and the amount of disposable earnings available to the employee.

4. Repayment by the reduction of accumulated vacation hours and/or compensatory time off hours by the number of hours calculated to produce a dollar amount, net of taxes, to repay the County after the employee is provided documentation of the error, notice, and the opportunity to object;

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5. Any combination of the above, as mutually agreeable to the employee and the Auditor- Controller-County Clerk.

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B. If, because of an administrative error, any employee of the County receives payment of monies or benefits less than that legally due, the County will reimburse the employee by one or more of the following methods:

1. An employee who is underpaid on a payroll warrant will receive a corrected payment on the payroll warrant following discovery of the underpayment; or

2. In the event an employee is underpaid a substantial portion of monies or benefits legally due, on a payroll warrant, the Auditor-Controller-County Clerk may issue a salary advance