



MEMORANDUM
OFFICE OF THE
COUNTY EXECUTIVE
COUNTY OF PLACER

TO: Honorable Board of Supervisors
FROM: Thomas M. Miller, County Executive Officer
Nancy Nittler, Personnel Director
DATE: September 7, 2010
SUBJECT: Placer Public Employees Organization, General and Professional Units -
Compensation and Benefits Adjustments

ACTION REQUESTED

It is recommended that your Board take the following actions:

1. Adopt the attached Resolution imposing the proposals contained within the County's "Last, Best and Final Offer for a New Memorandum of Understanding submitted August 11, 2010 by the County of Placer to the Placer Public Employees Organization" for the General and Professional Units.
2. Introduction of an ordinance adjusting the compensation and benefits of Placer Public Employees Organization represented employees.
3. Introduction of two uncodified ordinances adjusting compensation and benefits for Placer Public Employees Organization represented employees.
4. Approve three resolutions to implement the CalPERS employee retirement contributions effective January 1, 2011, two for Safety members (Correctional and Probation Officers) and one for Miscellaneous members.

BACKGROUND

The Placer Public Employees Organization (PPEO) represents approximately 1,850 employees in the General and Professional Units. Prior to negotiations, the national, state and local economies continued to deteriorate and on February 23, 2010 the Board of Supervisors directed staff to open negotiations with PPEO representatives to seek agreement on labor concessions. The PPEO and County negotiating teams commenced negotiations to discuss the County's current budget status and the need for PPEO labor concessions in conjunction with a new Memorandum of Understanding (MOU). Active negotiations for a new contract were in progress through August 16, 2010 however, after an extensive number of meetings, the parties were unable to reach an agreement. Given that the negotiations had reached a point where the parties differences on matters to be included in a Memorandum of Understanding remained so

substantial that further meeting and conferring would be futile, on August 11, 2010 the County declared impasse and noted the following key economic position differences:

1. Health insurance, dental insurance and pension benefit cost sharing formulas
2. Two-tier retirement and retiree dental platforms
3. Sick leave accrual cap
4. Voluntary Separation Program
5. 401(k) in lieu of health insurance coverage benefit

In accordance with the County's Employer-Employee Relations Policy (EERP), on August 16, 2010 an Impasse Meeting was conducted by the County Executive Officer in the capacity of Employee Relations Officer. At that time the parties reviewed their final positions in an effort to reach agreement. Initially PPEO indicated they believed declaration of impasse was premature as they had substantive proposals that they wanted to present to the County. The Employee Relations Officer suspended impasse meeting proceedings so that PPEO and County representatives could continue their negotiations and PPEO could present their counter proposals. When it became clear that the parties remained significantly apart on economic proposals, the Employee Relations Officer reconvened the impasse meeting.

Given that a dozen negotiation sessions were conducted by the parties over the last several months; and that the differences in the position of the parties on the economic issues remained substantial; and based on the discussion of the parties during the Impasse Meeting and the lack of interest of either party regarding mediation, mediation would not be effective in bringing PPEO and the County closer to an agreement.

Conditions since Adoption of the Proposed Budget

On June 8, 2010 the Board of Supervisors adopted the FY 2010-11 Proposed Budget in the amount of \$739 million, reduced over the prior year by \$44.5 million or 5.7%. The General Fund at \$359.1 million actually increased \$4.3 million or 1.2% year-over-year. This unusual phenomenon was due to the restoration of approximately \$11.1 million in property tax revenues that had been "borrowed" by the State the previous year and, when these funds are factored in the equation, the General Fund budget was actually reduced 1.9% from the prior year. In addition, the current year budget required the use of \$4 million in general reserves and \$3 million in internal fund reserves to balance.

As has been noted, each year balancing the budget provides greater and greater challenges due to further declines in sales and real estate related revenues as well as the probable impacts yet to be adopted by the State of California. In addition, the continuing economic downturn has threatened the long-term sustainability of certain benefits such as pension and health which are expected to increase substantively over the next three to five years and beyond.

Last, Best and Final Offer (LBFO)

Government Code Section 3503.4 authorizes a local public agency, after exhaustion of impasse procedures, to implement its last, best and final offer. As impasse has been declared and impasse procedures under the EER Policy have been exhausted, it is recommended that the Board direct staff to implement the provisions of the County's last, best and final offer delivered in the negotiations. The content of the County's LBFO encompass compensation and benefits that include greater cost sharing for health and dental insurance premiums and pension contributions. LBFO provisions include the following:

- Health Insurance Cost Sharing: Midyear adjustment whereby employees pay 20% of the premium cost and the County will pay 80%.
- Pension Cost Sharing:
 - Probation and Correctional Officers that receive safety retirement to increase their pension contribution from the current 2.0% and 2.5% respectively, to 4.0% of the 9.0% total required PERS employee contribution (the County will continue to pick up 5% of the employee contribution as well as the current 24.989% employer contribution).
 - Miscellaneous employees to increase their pension contribution from the current 1% to 2% of the 8% total PERS employee contribution required (the County will continue to pick up 6% of the employee contribution as well as the current 15.157% employer contribution).
- The employer contribution to a 401(k) account in lieu of providing health insurance (when chosen by the employee) reduced to a flat rate of \$130 per pay period.
- Dental Insurance Cost Sharing: Midyear adjustment whereby employees pay the increased dental costs for dependents and the County continues to cover the employee.
- Voluntary Separation Program: introduced as a means to achieve an objective of optimum service delivery (participation is limited to PPEO employees and the program is capped at \$1 million for FY 2010-11).
- Prospective County Saving Provisions:
 - Second Tier Pension: Formulas for new hires in the Safety Plan of 3% at age 55 and Miscellaneous Plan 2% at age 55; modified / based on the highest or final 3 year average compensation.
 - Retiree Dental Coverage: Freeze participation to current active employees that are eligible upon Placer County retirement and current retirees that receive the benefit; retiree dental coverage will not extend to new hires.
 - Institute a 600 hour limit on the number of sick leave hours an employee can accrue. Employees with sick leave hour balances in excess of 600 hours will not have sick leave hours accrue until such time as that balance falls below 600 hours. This will be implemented when administratively feasible, around the middle of November 2010.
- Several Tentative Agreements were agreed to during the course of negotiations.

While health and dental insurance cost sharing will provide immediate county budget savings, significant, additional savings in the Other Post Employment Benefits (OPEB) "liability" related to these benefits will be realized by this action. In addition, the change in health insurance cost sharing

for PPEO represented employees will translate to additional cost sharing for retirees related to this group.

FISCAL IMPACT

The continuing reductions projected for the County's revenue streams, anticipated significant State budget impacts and rising costs related to labor and ongoing operations, make it essential that the County achieve both short term and long term labor savings through wage and benefit adjustments that create ongoing budget savings. As previously stated in the Board report, labor savings are needed due to the use of \$7 million in one-time funds to balance the FY 2010-11 budget and General and Public Safety Fund Modeling projections that anticipate deficits in future fiscal cycles.

Staff project that approval of the recommended actions would save the County approximately \$3.8 million annually, or about 3.37% of the total of all PPEO represented employees' annual base pay (\$1.9 million or 1.68% in FY 2010-11). The individual employee impact from these labor provisions will vary due to the health insurance plan selection, coverage level (employee only or family) that the employee chooses, pension plan coverage and base rate of pay. Staffs estimate that the FY 2010-11 employee impacts are estimated to range between 1.7% and 5.2% of base pay.

Attachments

1. Resolution to impose the County's "Last, Best and Final Offer Submitted August 11, 2010 by the County of Placer to the Placer Public Employees Organization".
2. Ordinance amending Chapter 3 of the Placer County Code implementing compensation and benefits adjustments for PPEO General and Professional Unit represented employees.
3. Two Uncodified Ordinances implementing salary, compensation and benefits adjustments for PPEO General and Professional Unit represented employees.
4. Resolution for the CalPERS Placer Public Employee Organization Safety employee retirement contribution for Correctional Officers.
5. Resolution for the CalPERS Placer Public Employees Organization Safety employee retirement contribution for Probation Officers.
6. Resolution for the CalPERS Placer Public Employee Organization General and Professional Units and other Unclassified Non-management Miscellaneous employee retirement contribution.

**BEFORE THE BOARD OF SUPERVISORS
COUNTY OF PLACER,
STATE OF CALIFORNIA**

In the matter of: A Resolution of the Board of Supervisors
to impose the proposals contained within the County's "Last,
Best and Final Offer to the Placer Public Employee Organization"

Reso. No. _____

The following Resolution was duly passed by the Board of Supervisors of the County of Placer at
a regular meeting held September 7, 2010, by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage. _____

Chairperson, Board of Supervisors

Attest:

Clerk of said Board

The Board of Supervisors of the County of Placer hereby resolves as follows:

WHEREAS, The Placer Public Employee Organization (PPEO) represents approximately 1,850 employees in the Professional and General Units; and

WHEREAS, the PPEO has been without a labor agreement since June 30, 2010 and negotiations for a new contract were in progress from May 11, 2010 through August 16, 2010; and

WHEREAS, declining national, state and local economies have resulted in a related decrease in county revenues for the 2010-11 Fiscal Year and have required that the Board of Supervisors weigh additional cost-cutting measures for this fiscal year and further to lay the groundwork to secure the financial well being of the County for the 2011-12 Fiscal Year and subsequent years; and

WHEREAS, on February 23, 2010 the Board of Supervisors directed management negotiators to seek labor concessions from the PPEO represented employees and the PPEO and County negotiating teams commenced negotiations in May 11, 2010 to negotiate a new Memorandum of Understanding; and

WHEREAS, in accordance with the County's Employer-Employee Relations Policy (EERP), on August 11, 2010 the County declared that the negotiations were at impasse; and

WHEREAS, pursuant to the EERP, on August 16, 2010 an Impasse Meeting was conducted by the County Executive Officer acting as the Employee Relations Officer; and

WHEREAS, given that a dozen negotiation sessions have been conducted with PPEO representatives over the last several months; and given that the differences in the position of the parties on the economic issues remain substantial, and based on the discussion of the parties at the impasse meeting and the lack of interest of either party regarding mediation during the Impasse Meeting, mediation would not be effective in bringing PPEO and the County closer to an agreement; and

WHEREAS, management negotiators have recommended imposing the proposals within the "Last, Best and Final Offer for a New Memorandum of Understanding submitted August 11, 2010 by the County of Placer to the Placer Public Employees Organization"; and

NOW THEREFORE, BE IT RESOLVED, that the Board of Supervisors of the County of Placer, State of California, does hereby impose on the Placer Public Employees Organization General and Professional Units the provisions contained within the "Last, Best and Final Offer Submitted August 11, 2010 by the County of Placer to the Placer Public Employees Organization," attached hereto as Exhibit A.

BE IT FURTHER RESOLVED that the County Executive Officer shall have the authority to determine and is directed to take all necessary actions to implement the provisions within the Last, Best and Final Offer.

EXHIBIT A

LAST, BEST AND FINAL OFFER SUBMITTED AUGUST 11, 2010 BY THE COUNTY OF PLACER TO PLACER PUBLIC EMPLOYEES ORGANIZATION

The following proposals made by the County of Placer, are modifications to the existing Memorandum of Understanding (MOU) which expired on June 30, 2010. Over the course of negotiations, both parties have made revised proposals in an effort to reach settlement on a new MOU and a number of tentative agreements have been reached on various subjects. A final agreement will be reached when the County's Board of Supervisors has approved the settlement and it has been ratified by The Unit's Membership.

All items shall become effective the first full pay period after adoption by the Board of Supervisors or on the date indicated herein.

1. **Term of Agreement:** July 1, 2010 to June 30, 2011
2. **80% (employer) / 20% (employee) Health Insurance Cost Sharing / for the 2011 Benefit Year** (effective pay date December 3, 2010).
3. **Two-Tier Retirement Plans for New Hires**
Will be implemented for employees hired on or after January 1, 2011 (or when administratively feasible).
 - SAFETY PLAN: 3% at age 55 Modified; based on highest or final 3 year average compensation.
 - MISCELLANEOUS PLAN: Miscellaneous 2% at age 55 Modified; based on highest or final 3 year average compensation.
4. **Freeze Retiree Dental Coverage *Participation*** to current active employees that would be eligible upon Placer County retirement. Eliminate benefit for new hires.
5. **Freeze Sick Leave Balances and Cap Future Accruals at 600 Hours** – Future sick leave balances will be capped at 600 hours. Employees with sick leave balances in excess of 600 hours the first full pay period after adoption by the Board of Supervisors will not have sick leave hours accrue to that balance until such time as that sick leave balance falls below 600 hours.
6. **Employee Paid PERs Contribution effective January 1, 2011**
 - SAFETY PLAN: Increase Probation Officers from 2% to 4%.
 - SAFETY PLAN: Increase Correctional Officers from 2.5% to 4%.
 - MISCELLANEOUS PLAN: Increase from current 1% to 2%.

7. Sick Leave Use at Retirement

- Eliminate cash out option at retirement for Miscellaneous employees (excludes Safety Plan employees such as Probation and Correctional Officers).

8. Reduce 401k In Lieu of Health Insurance Coverage to a flat \$130 per pay period effective Benefit Year 2011.

9. Dental / Effective Benefit Year 2011

- County to pay for the employee cost, employee to pay the full cost for dependents and future year rate increases for dependents.
- 2 Tier Dental Rates
 - Single – Employer Paid
 - Single + dependent(s) – Employee Cost \$60.00 / month

10. Voluntary Separation Program (VSP)

- a. Eliminate the 1992-94 provision where the number eligible for the Management Team status (unrepresented) shall be ten percent (10%) of the county workforce.
- b. Voluntary Separation Program (Attachment 1)

11. Include the Following Tentative Agreements:

- a. **Medical Clinic Pay** – eliminate this 5% special pay. Replace with increased mid-level practitioner I, II & senior base pay by 5%.
- b. **Architect** - eliminate the 5% special pay for the license/certificate. Replace with an increase to the architect's base pay of 5%.
- c. **Work Boot / Safety Shoe Allowance**
 - Change "Boot Allowance" to "Work Boot / Safety Shoe Allowance"
 - Add the following classifications to the list of employees that receive the allowance on a calendar year basis: supervising custodian, road district supervisors, road district supervisor senior, traffic sign maintenance worker, traffic sign maintenance worker senior, traffic sign supervisor, traffic sign supervisor senior, tree maintenance supervisor, tree maintenance supervisor senior, tree trimmer, tree trimmer senior, waste disposal site attendant, waste disposal site attendant senior, waste disposal site supervisor, wastewater laboratory technician, wastewater plant operator trainee, and wastewater plant operator supervising.
- d. **Vacation at Retirement** - Professional and General Units – Any employee retiring from county service and eligible to receive State Employee Retirement System benefits at the time of such retirement may have the full cash value of their vacation deposited into their deferred compensation account(s) (401(k) and 457) subject to the annual IRS limitations. If the employee chooses the option of having the vacation cash value deposited into their deferred compensation account(s), and this value, plus

any prior contributions, exceed the IRS annual deferred compensation limits, the excess over the limitations will be cashed out.

- e. **Tuition Reimbursement** - Revise tuition reimbursement to \$550 per fiscal year instead of \$275 per semester.
- f. **Retiree Vision Insurance** -- Add if it becomes available at the State and is 100% paid by the retiree.
- g. **Education Leave** limited to 6 months.

ATTACHMENT #1:

PILOT: PLACER COUNTY VOLUNTARY SEPARATION PROGRAM

Given that the cost to provide public service is growing, Placer County's delivery systems must be cost effective and efficient. To this end, the County has been exploring all options available to provide an optimum level of service to its citizens while managing county resources efficiently including an expanded use of technology and equipment, refined facility needs and continuing to provide for a small but reasonably compensated workforce.

The Placer County Voluntary Separation Program (VSP) is being introduced as a means to achieve an objective of optimum service delivery and is only available to PPEO represented employees. The maximum amount available to fund the VSP Pilot is \$1 million and all VSP payments will be made from department budgets.

1. The VSP Announcement will be posted by Department Heads for selected program areas / job classifications that have been approved by the Board for implementation.
 - a. Specific criteria will be used to identify these functions, including an agreement by the department to not fill behind positions vacated through VSP (de-allocate).
2. Employee participation is voluntary.
3. Interested employees should submit a completed Voluntary Separation Program Request Form to the County Executive Officer by _____.
4. Upon VSP approval by the County Executive Officer, the employee has 7 calendar days to rescind their application.
5. The VSP benefit will be calculated based on total Placer County service (rounded to the nearest year), times the weekly base pay. Example: full time employee = 40 hours * base hourly rate (does not include special pays, OT or other additional pays). The maximum severance benefit paid to each employee will not exceed \$50,000.
6. Any payment under the VSP shall not be included as compensation for purposes of CalPERS.
7. The employee may choose to apply VSP funds to their 401k in keeping with IRS regulations.
8. Employees who are approved for VSP must resign from county employment by the date specified in the announcement.
9. The County Executive Officer will have the final authority in selecting participants.
10. The Personnel Department will process the employee's separation from county service. The employee will sign the necessary agreement, waiver and release forms.
 - a. Employees who accept VSP severance pay will not be eligible for unemployment insurance, waive their reemployment and/or reinstatement rights with the County pursuant to the County Code.
 - b. Upon acceptance of the VSP severance payment offer, the employee agrees to sever any and all rights to county employment, including but not limited to,

seniority, layoff, bumping, reinstatement and / or reemployment rights, and any appeal rights to any loss of property rights. This VSP severance and waiver shall be effective upon receipt and acceptance of the severance payment. The severance of employment is not a disciplinary action.

**Before the Board of Supervisors
County of Placer, State of California**

In the matter of: **AN ORDINANCE AMENDING
SECTIONS 3.04.360, 3.04.420, 3.04.500, 3.04.530,
3.04.550, 3.12.020, 3.12.110, OF CHAPTER 3 OF
THE PLACER COUNTY CODE**

Ordinance No: _____

First Reading: _____

The following **Ordinance** was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held _____, by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

Kirk Uhler
Chairman, Board of Supervisors

Attest:
Clerk of said Board

Ann Holman

THE BOARD OF SUPERVISORS OF THE COUNTY OF PLACER, STATE OF CALIFORNIA,
DOES HEREBY ORDAIN AS FOLLOWS:

Section 1: That Section 3.04.360 of Chapter 3 of the Placer County Code is hereby amended and shall read as follows:

3.04.360 How computed.

....

- B. Unused sick leave with pay may be accumulated from year to year.
1. Effective pay period 13, November 20, 2010, PPEO General and Professional Units and Unclassified (non-management) employees shall not accrue more than six hundred (600) hours of sick leave.
 2. Employees who have a sick leave balance in excess of six hundred (600) hours on November 20, 2010 shall not have sick leave hours accrue until such time as that sick leave balance falls below six hundred (600) hours.

....

Section 2: That Section 3.04.420 of Chapter 3 of the Placer County Code is hereby amended and shall read as follows:

3.04.420 Termination of employment

....

C. PPEO General and Professional Units, Management, Confidential and Unclassified (non-management) employees: no pay shall be given for the first twenty-four (24) days of sick leave in the employee's account; the remaining time shall be paid for at a rate of fifty (50) percent of the hourly pay rate of such employee at the time of his termination. No employee shall receive more than two thousand dollars (\$2,000.00) for such unused sick leave. Part-time employees shall receive pay for the days of sick leave that is represented by the proportion of their scheduled hours to a forty-hour position. For example a half-time employee would receive no pay for the first twelve (12) days of sick leave in the employee's account.

D. PPEO General and Professional Unit, Classified Management and Confidential Employees:
Upon return from lay-off, an employee shall have the right to "buy back" the total hours of accrued sick leave by reimbursing the county in full for the proceeds received by him or her at the time of layoff. All hours lost under any subsection of this section shall be restored at the time of layoff. **In addition,** All hours lost under any subsection of this section shall be restored at the time of reemployment. In any event, an employee laid off with twenty-four (24) days or less of accumulated sick leave shall be credited with those hours upon reemployment within two years.

~~D~~E. The benefits granted hereunder shall not become a vested right of any employee, but rather are subject to amendment in the same manner as all other provisions relating to compensation.

~~E~~F. The provisions of this section shall apply to all accrued sick leave whether earned before or after February 8, 1969.

~~F~~G. Employees receiving compensation under this section shall not be eligible for reinstatement within thirty (30) days after effective date of termination.

~~G~~H. Notwithstanding any other provisions of this section, if an employee dies prior to discharge for cause and prior to layoff, one hundred (100) percent of the employee's accrued sick leave shall be payable to that person(s) who was dependent upon the deceased employee at the time of the illness or injury resulting in the employee's death.

~~H~~I. PPEO General Unit, Professional Unit, Management, ~~Confidential~~ **and Unclassified (non-management) employees**; Except as otherwise provided in this section, any PPEO general, professional, ~~management,~~ ~~or~~ **confidential or unclassified (non-management) employee** retiring from county service and eligible to receive ~~State Employee Retirement System~~ **California Employees Retirement System (CalPERS)** benefits at the time of such retirement may select one or more of the following options; however, the selection must be made prior to retiring from county service and once the selection is made it is irrevocable:

_____ 1. _____ To receive the pay off as follows:

_____ ~~No pay shall be given for the first twenty four (24) days of sick leave in the employee's account; the remaining time shall be paid for at a rate of fifty (50) percent of the hourly pay rate of such employee at the time of his termination. No employee shall receive more than two thousand dollars (\$2,000.00) for such unused sick leave. Part time employees shall receive pay for the days of sick leave that is represented by the proportion of their scheduled hours to a forty hour position. For example a half-time employee would receive no pay for the first twelve (12) days of sick leave in the employee's account; or~~

1. Effective December 26, 2003 at 5:01 p.m., employees covered by the CalPERS Miscellaneous Retirement Plan may convert accumulated unused sick leave to CalPERS service credit pursuant to Government Code Section 20965; or

2. If requested by the retiree, one month of paid group insurance will be provided for each day of unused accrued sick leave. This does not apply to the supplemental life, vision, or dental programs. However, if the retiree's base hourly rate times eight exceeds the retiree's share of the cost of one month of retiree's health insurance, then the actual dollar value of the retiree's hourly rate will be applied to purchase retiree's health insurance.

43. For elected officials, if requested by the retiree, one month of paid group health insurance will be provided for each two months of elected service. This does not apply to fifty thousand dollars (\$50,000.00) management life, vision or dental programs.

54. Any employee elected or appointed to an elective office, who has a current sick leave balance in excess of one hundred ninety-two (192) hours at the date he or she assumes elective office, shall not lose their accrued sick leave hours. At the date he or she assumes elective office such hours shall be placed in inactive status, without further accrual, until such time as the employee leaves elective office and is eligible to receive early retirement benefits under subsection (H)(21) of this section. If the employee leaves elective office prior to becoming eligible to receive early retirement benefits under subsection H of this section, the eligible sick leave shall be paid in accordance with subsection C of this section, and the sick leave hours shall be compensated at the current rate of the last classification held prior to assuming elective office. If said classification is no longer existent, then compensation will be paid at the last established salary rate for that classification.

I. Deputy Sheriffs' Unit Employees. Any employee represented by the DSA retiring from county service and eligible to receive State Employee Retirement System benefits at the time of such retirement may select one or more of the following options; however, the selection must be made prior to retiring from county service and once the selection is made it is irrevocable:

1. If requested by the retiree, all or part of the employee's accumulated sick leave balance on record at the end of pay period 3, July 23, 2004 at five p.m., may be used to apply toward an early retirement on a day-for-day basis (e.g., an employee retiring at sixty-five (65) on December 31st, and having ten (10) days of accumulated sick leave may leave ten (10) working days before December 31st, and draw full compensation until December 31st), however, sick leave used to apply toward an early retirement, under this subsection, shall not be subject to any additional vacation or sick leave accruals. No sick leave earned beyond pay period 3, July 23, 2004 at five p.m., may be used to apply toward the early retirement benefit. However, if an employee's balance falls below the accumulated sick leave balance on record at the end of pay period 3, July 23, 2004 at five p.m., any additional hours earned after that date, up to the previous balance, may be used for the early retirement benefit; or

2. All sick leave accrued prior to July 23, 2004 at 5:01 p.m. may be cashed out at the employee's option, in accordance with the following sick leave cash out schedule, and all sick leave earned beyond the balance on record of the first day of pay period 4, beginning July 23, 2004 at 5:01 p.m., will be cashed out as follows:

(a) Ten (10) years of full time and continuous employment with Placer County equals a fifty (50) percent cash out,

(b) Each additional year of full time and continuous employment with Placer County equals an additional five percent cash out up to a maximum of one hundred (100) percent of the accrued balance (twenty (20) years).

3. Employees covered by the CalPERS Miscellaneous Retirement Plan may convert accumulated unused sick leave to CalPERS service credit pursuant to Government Code Section 20965.

K. Safety Management Employees **and Elected Safety Management**—Any safety management employee retiring from county service and eligible to receive State Employee Retirement System benefits at the time of such retirement, may select from one or more of the following options; however, the selection must be made prior to retiring from county service and once the selection is made it is irrevocable:

1. If requested by the employee, all of the employee's accumulated sick leave balance on record may be used to apply towards an early retirement on a day-for-day basis (e.g., an employee retiring at sixty-five (65) on December 31st, and having ten (10) days of accumulated sick leave may leave ten (10) working days before December 31st, and draw full compensation until December 31st); however, sick leave used to apply toward an early retirement, under this subsection, shall not be subject to any additional vacation or sick leave accruals. No sick leave earned beyond pay period 3, July 23, 2004 at five p.m., may be used to apply toward the early retirement benefit. However, if an employee's balance falls below the accumulated sick leave balance on record at the end of pay period 3, July 23, 2004 at five p.m., any additional hours earned after that date, up to the previous balance, may be used for the early retirement benefit; or

2. All sick leave accrued prior to July 23, 2004 at 5:01 p.m. may be cashed out at the employee's option, in accordance with the following sick leave cash out schedule, and all sick leave earned beyond the balance on record of the first day of pay period 4, beginning July 23, 2004 at 5:01 p.m., will be cashed out as follows:

a. Ten (10) years of full time and continuous employment with Placer County equals a fifty (50) percent cash out,

b. Each additional year of full time and continuous employment with Placer County equals an additional five percent cash out up to a maximum of one hundred (100) percent of the accrued balance (twenty (20) years) or

3. The cash value of all eligible sick leave may be deposited into their deferred compensation account(s) (401(k) and 457) subject to the annual IRS limitations. The sick leave value will be based on the same cash out schedule as listed in subsection (2) above. If the employee chooses the option of having the cash value of their sick leave hours deposited into their deferred compensation account, and their sick leave value, plus any prior contributions, is greater than the IRS annual deferred condensation limitations, the excess over the limitations will be cashed out it accordance with subsection (2) above.

K.L. PPEO Correctional Officers and Correctional Sergeants. Any PPEO correctional officer or correctional sergeant retiring from county service and eligible to receive State **CalPERS** Employee Retirement System benefits at the time of such retirement may select one or more of the following options; however, the selection must ~~be~~ **be** made prior to retiring from county service and once the selection is made it is irrevocable:

1. If requested by the employee all or part of the employee's accumulated sick leave balance on record at the end of pay period 12, November 24, 2006 at 5:00 p.m., may be used to apply toward an

early retirement on a day-for-day basis (e.g., an employee retiring at sixty-five (65) on December 31st, and having ten (10) days of accumulated sick leave may leave ten (10) working days before December 31st, and draw full compensation until December 31st); however, sick leave used to apply toward an early retirement, under this subsection, shall not be subject to any additional vacation or sick leave accruals. No sick leave earned beyond pay period 12, November 24, 2006, at 5:00 p.m., may be used to apply toward the early retirement benefit. **Effective pay period 13, November 20, 2010.** However, if an employee's balance falls below the accumulated sick leave balance on record as of pay period 12, November 24, 2006, at 5:00 p.m., any additional hours earned after that date, up to the **maximum sick leave accrual limit of six hundred (600) hours or the previous balance whichever is less**, may be used for the early retirement benefit.

2. If requested, correctional officers or correctional sergeants may either cash out their accumulated sick leave or have the cash value of sick leave deposited into their deferred compensation account(s) subject to the annual IRS limitations. The sick leave cash out schedule will be as follows:

(a) ten (10) years of full time and continuous employment with Placer County equals a fifty (50) percent cash out;

(b) each additional year of full time and continuous employment with Placer County equals an additional five percent cash out up to a maximum of one hundred (100) percent of the accrued balance (twenty (20) years). If the employee chooses the option of having the cash value of his or her sick leave hours deposited into his or her deferred compensation account, and the employee's sick leave hours balance value is greater than the IRS annual deferred compensation limitations, the excess over the limitations will be cashed out.

LM. PPEO Probation Officers I/II/Senior/Supervising.

1. If requested by an eligible employee, all or part of the employee's accumulated sick leave balance on record at the end of pay period 3, July 23, 2004 at 5:00 p.m., may be used to apply toward an early retirement on a day-for-day basis. No sick leave earned beyond pay period 3, July 23, 2004 at 5:00 p.m. may be used to apply toward the early retirement benefit. Under this subsection, sick leave used to apply toward an early retirement shall not be subject to any additional vacation or sick leave accruals. **Effective pay period 13, November 20, 2010.** However, if an employee's balance falls below the accumulated sick leave balance on record at the end of pay period 3, July 23, 2004 at 5:00 p.m., any additional hours earned after that date, up to the **maximum sick leave accrual limit of six hundred (600) hours or the previous balance whichever is less**, may be used for the early retirement benefit.

2. All sick leave accrued prior to July 23, 2004 at 5:01 p.m. may be cashed out at the employee's option, in accordance with the following sick leave cash out schedule, and all sick leave earned beyond the balance on record of the first day of pay period 4, beginning July 23, 2004 at 5:01 p.m., will be cashed out as follows:

a. Ten (10) years of full time and continuous employment with Placer County equals a fifty (50) percent cash out.

b. Each additional year of full time and continuous employment with Placer County equals an additional five percent cash out up to a maximum of one hundred (100) percent of the accrued balance (twenty (20) years).

c. The employee may choose to have the cash value of his or her sick leave hours deposited into his or her deferred compensation account(s); if the employee's sick leave hours balance value is greater than the IRS annual deferred compensation limitations, the excess over the limitations will be cashed out. (Ord. 5572-B § 8, 2009; Ord. 5531-B, 2008; Ord. 5529-B, § 1, 2008; Ord. 5478-B (Attach. A), 2007; Ord. 5443-B, 2007; Ord. 5442-B, 2007; Ord. 5309-B (part), 2004; Ord. 5230-B (part), 2003; prior code § 14.350)

Section 3: That Section 3.04.500 of Chapter 3 of the Placer County Code is hereby amended and shall read as follows:

3.04.500 Termination of employment.

PPEO General Unit, and -Professional Unit, and Management, Safety Management, Confidential, Unclassified (non-management) and Deputy Sheriffs Unit.

....

E. ~~Safety management~~ An employees, except those represented by the Deputy Sheriffs' Unit, -retiring from county service and eligible to receive California Employees Retirement System (CalPERS) benefits at the time of such retirement may have the full cash value of their vacation deposited into their deferred compensation account(s) (401(k) and 457) subject to the annual IRS limitations. If the employee chooses the option of having the vacation cash value deposited into their deferred compensation account(s), and this value, plus any prior contributions, exceed the IRS annual deferred compensation limits, the excess over the limitations will be cashed out. (Ord. 5529-B § 2, 2008; Ord. 5478-B (Attach. A), 2007; prior code § 14.430)

Section 4: That Section 3.04.530 of Chapter 3 of the Placer County Code is hereby amended and shall read as follows:

3.04.530 In general

A. Extended Leaves. The personnel director, upon the consent of the appointing authority and with the civil service commission's knowledge, may grant a leave of absence without pay, for a period of not less than thirty (30) days and not longer than one year for illness, disability, or personal reasons except as described in 3.04.550 Educational leaves of absence. The maximum extent to which the initial approval of a leave of absence will be granted is six months. The director may grant an extension not to exceed an additional six months. Extensions beyond one year, up to a maximum of

one additional year, may be approved by the civil service commission in increments of not more than six months; however, such extensions must be clearly based on unusual circumstances or, where the leave is for medical reasons, there must be a favorable prognosis for recovery and a predicted date of return to work.

....

Section 5: That Section 3.04.550 of Chapter 3 of the Placer County Code is hereby amended and shall read as follows:

3.04.550 Educational leaves of absence

A. Without Compensation. A leave of absence for ~~up to one year~~ **six (6) months** may be granted, without pay, to attend a private or public college or university for the purpose of improving job skill and knowledge, and performance technique which will benefit the department in which the applicant is employed. Such leave shall be granted in accordance with, and upon the terms and conditions outlined in Section 3.04.530(A).

....

Section 6: That Section 3.12.020 of Chapter 3 of the Placer County Code is hereby amended and shall read as follows:

3.12.020 Classified service—Salary and benefits notations

**ADMIN. CLASSIFICATION TITLE
CODE**

14212	Architect *a
14213	Architect Senior *a
15585	Architectural Assistant I *a
14210	Architectural Assistant II *a
13545	Capital Improvements Manager *a
4445	Clinical Psychologist *b
14202	Engineer – Assistant *c
14205	Engineer – Associate *c
14308	Mid-Level Practitioner – I *d
14309	Mid-Level Practitioner – II *d
11404	Parks and Grounds Worker – Senior *f
13522	Property Manager *a
13875	Public Works Manager *ac
13877	Public Works Manager – Engineer *ac

- *a All employees in this class shall be paid at the corresponding step of the next higher salary grade upon presentation of the Certificate of Registration as a Licensed Architect issued by the California State of Architectural Examiners.
- *b 10% pay differential if the position is required to maintain active hospital privileges and agrees to provide standby coverage at the request of the Administrator of Health and Medical Services.
- *c Employees in the class of Associate or Assistant Engineer shall be paid at the corresponding step of the next higher salary grade upon presentation of the Certificate of Registration as a Civil Engineer issued by the California State registration for Civil and Professional Engineers.
- ~~*d 5% salary is to be added for positions assigned to the Medical Clinic.~~
- *e Position to be deleted upon vacancy of incumbents.
- *f Salary to be added to those positions assigned as residents.

....

23. **Work Boot / Safety Shoe Allowance:** For eligible classifications, the purchase of ~~personal equipment (work boots) /~~ **safety shoes** will be reimbursed **on a calendar year basis** in accordance with the process determined by the auditor controller's office. No more than two pairs of **work boots / safety shoes** will be ~~furnished~~ **reimbursed** each **calendar** year, on an as needed basis. The annual reimbursement by the county shall not exceed three hundred dollars (\$300.00) per eligible employee. Classifications eligible for this ~~personal equipment~~ **work boot / safety shoe** -reimbursement shall include:

Assistant Road Superintendent

Automotive Mechanic/**Automotive Mechanic - Master**

Building Crafts Mechanic/**Building Crafts Mechanic - Senior**

Building Crafts Mechanic - Supervising

Building Inspector **I/II/Senior/Supervising**

~~Building Inspector II~~

Bus Driver I/II/**Senior**

~~Classifications assigned Surveyor duties~~

Code Enforcement Officer I/II/**Supervising**

~~Communication Technician~~

Custodian I/II/**Senior/Supervising**

Emergency Services Specialist I/II/**Senior**

Engineering Technician I/II

Equipment Mechanic/Equipment Mechanic - Master

Equipment Mechanic/Welder

Equipment Operator/Equipment Operator - Senior

Equipment Services Worker I/II

Fleet Services Technician

Information Technology Analyst I/II (those assigned to Telecommunications)

Maintenance Worker

~~Master Automotive Mechanic~~

~~Master Equipment Mechanic~~

Mechanic - Supervising

Park and Grounds Worker/Parks and Grounds Worker - Senior

Parks and Grounds Worker - Supervising

Road District Supervisor/Road District Supervisor - Senior

~~Senior Building Crafts Mechanic~~

~~Senior Building Inspector~~

~~Senior Bus Driver~~

~~Senior Custodian~~

~~Senior Emergency Services Specialist~~

~~Senior Equipment Operator~~

~~Senior Parks and Grounds Worker~~

~~Senior Road District Supervisor~~

~~Senior Utilities Service Worker~~

~~Supervising Automotive Mechanic~~

~~Supervising Building Crafts Mechanic~~

~~Supervising Building Inspector~~

~~Supervising Code Enforcement Officer~~

~~Supervising Custodian~~

~~Supervising Parks and Grounds Worker~~

~~Supervising Utilities Service Worker~~

Surveyor Assistant/Associate/Senior

Telecommunications Technician I/II

Traffic Sign Maintenance Worker/Traffic Sign Maintenance Worker - Senior

Traffic Sign Supervisor/Traffic Sign Supervisor – Senior

Transportation Supervisor

Tree Trimmer/Tree Trimmer – Senior

Tree Maintenance Supervisor/Tree Maintenance Supervisor - Senior

~~Utilities~~ **Utility Service Worker/Utility Service Worker - Senior**

Utility Service Worker - Supervising

Utility Operations Supervisor

Waste Disposal Site Attendant/Senior/ Supervisor

Waste Water Laboratory Technician

Wastewater Plant Operator **Trainee/Grade II/III/Supervising**

Wildlife Specialist

Section 7: That Section 3.12.110 of Chapter 3 of the Placer County Code is hereby amended and shall read as follows:

3.12.110 County payment—Employee share of CalPERS

A. PPEO General and Professional Units, ~~Management, and Confidential.~~ **and Unclassified (non-management) Employees— CalPERS Miscellaneous Employees:** Effective pay period 3, ~~beginning at 5:01 p.m., July 9, 2004,~~ **16, January 1, 2011 for those employees in the CalPERS miscellaneous retirement plan,** the county will pick up **six percent (6%) of the employee's eight percent (8%) contribution** ~~seven percent of the employee's contribution~~ of the CalPERS cost and the employee will pay ~~one percent~~ **two percent (2%)** of the eight percent total required CalPERS employee contribution.

B. PPEO General and Professional Units – **CalPERS Safety Employees:** Effective pay period 16, January 1, 2011 for those employees in the CalPERS safety retirement plan, the county will pick up **five percent (5%) total of the employee's nine percent (9%) contribution of the CalPERS cost. The employee will pay four percent (4%) of the employee contribution of the CalPERS cost.**

~~B.C.~~ Deputy Sheriffs Unit—CalPERS Miscellaneous Employees. Effective pay period 9, September 26, 2009, for those employees represented by the PCDSA and included in the CalPERS miscellaneous retirement plan, the county will pick up six percent total of the employee's contribution of the CalPERS cost. The employee will pay two percent of the employee contribution of the CalPERS cost.

~~C.D.~~ Deputy Sheriffs Unit—CalPERS Safety Employees. For those employees represented by the PCDSA and included in the safety retirement plan effective pay period 9, September 26, 2009, the county will pick up six and one-half percent total of the employee's contribution of the CalPERS cost. The employee will pay two and one-half percent of the employee contribution of the CalPERS cost.

~~D. E.~~ Safety Management—CalPERS Safety Management Employees. For those employees in the safety retirement plan and designated as safety management employees effective pay period 18, beginning 5:01 p.m., February 11, 2000, the county will pay an additional two and three-quarters percent to increase the amount paid by the county of the employee's required contribution from six and one-quarter percent to a total of nine percent. (Ord. 5572-B § 19, 2009; Ord. 5478-B (Attach. A), 2007; Ord. 5309-B (part), 2004; Ord. 5230-B (part), 2003; Ord. 5029-B (Attach. I), 2000; prior code § 14.3096)

F. **Management and Confidential.** Effective pay period 3, beginning at 5:01 p.m., July 9, 2004, for those employees in the CalPERS miscellaneous retirement plan the county will pick up **seven percent (7%) of the employee's contribution of the CalPERS cost and the employee will pay one percent (1%) of the eight percent total required CalPERS employee contribution.**

Before the Board Of Supervisors County of Placer, State of California

In the matter of: An ordinance amending the un-codified
Classified Service - Schedule of Classifications, Salary Plan
and Grade Ordinance for the classifications of Architect,
Architect-Senior, Mid-Level Practitioner I, II & Senior.

Ordinance No.: _____

First Reading: _____

The following Ordinance was duly passed by the Board of Supervisors of the County of Placer at a
regular meeting held _____, by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

Chairman, Board of Supervisors

Attest:
Clerk of said Board

**THE BOARD OF SUPERVISORS OF THE COUNTY OF PLACER, STATE OF CALIFORNIA, DOES
HEREBY ORDAIN AS FOLLOWS:**

That the Classified Service – Schedule of Classifications, Salary Plan and Grade Ordinance is hereby
amended as follows:

Section 1. That the Classified Service – Schedule of Classifications, Salary Plan and Grade Ordinance is hereby amended to read as follows:

ADMIN CODE	CLASSIFICATION TITLE	SALARY PLAN – APPENDIX	GRADE
14308	Mid-Level Practitioner – I	PROF	234 <u>238</u>
14309	Mid-Level Practitioner – II	PROF	242 <u>246</u>
13554	Mid-Level Practitioner – Senior	PROF	250 <u>254</u>

ADMIN CODE	CLASSIFICATION TITLE	SALARY PLAN – APPENDIX	GRADE
14212	Architect	PROF	240 <u>244</u>
14213	Architect - Senior	PROF	248 <u>252</u>

Section 2. That this ordinance shall be effective the first of the pay period following adoption.

Section 3. That this ordinance is adopted as an uncodified ordinance.

**Before the Board Of Supervisors
County of Placer, State of California**

In the matter of: An Ordinance Amending an Uncodified
 Ordinance Relating To Salaries and Compensation
 And Benefits of Bargaining Units Represented
 By the Placer Public Employees Organization

Ord.No.: _____

First Reading: _____

Second Reading _____

The following Ordinance was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held September 14, 2010 by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

Chairman, Board of Supervisors

Attest:
Clerk of said Board

Ann Holman

THE BOARD OF SUPERVISORS OF THE COUNTY OF PLACER, STATE OF CALIFORNIA,
DOES HEREBY ORDAIN AS FOLLOWS:

The Board of Supervisors of the County of Placer, State of California, hereby ordains as follows:

That this uncodified Ordinance modifies provisions relating to salaries, compensation and benefits of the Placer Public Employees Organization General and Professional Units, as set out in Attachment A and is effective immediately upon final adoption. This ordinance shall not be codified.

**ATTACHMENT A
PPEO GENERAL AND PROFESSIONAL UNIT EMPLOYEES**

Medical Insurance:

1. Effective pay period 12, November 6, 2010 for the 2011 benefit year all PPEO represented employees, including Tahoe employees, will pay 20% of the monthly premium for any CalPERS health plan.
2. Effective pay period 12, November 6, 2010 for the 2011 and future benefit years, all PPEO represented employees who elect to opt out of the CalPERS Health plan, because he/she has other coverage available, and elects to participate in the In Lieu of Health (ILH) option, will receive a flat dollar amount of \$130.00 per pay period for the ILH to be contributed to their 401k account.

Dental Insurance:

1. Effective pay period 16, January 1, 2011 for the 2011 benefit year all PPEO represented employees will pay the following dental premiums:
 - a. Employee Only = County Paid
 - b. Family Coverage = \$60.00/month
2. PPEO represented employees will pay for the full cost for dependents and any future rate increases associated with dependent coverage in the dental plan. The County will continue to pay for the employee only cost.
3. Retiree Dental Participation: Effective the first full pay period following adoption, employees represented by PPEO hired on or after this date will not be eligible to participate in the dental plan at retirement. Participation in retiree dental plan will be limited to current PPEO represented employees, including those PPEO retirees who have already retired since January 1, 2002.

Retiree Vision Insurance:

The County will add a retired annuitant vision insurance program if and when a program becomes available at the State and is paid for 100% by the retired annuitant.

Voluntary Separation Program:

According to the approved Placer County Voluntary Separation Program, the county shall pay to an eligible employee, approved by the County Executive Officer for the voluntary separation compensation, based upon the total Placer County service multiplied by the weekly base pay rate up to a maximum of \$50,000.

Before the Board Of Supervisors
County of Placer, State of California

In the matter of: Adopting the CalPERS Resolution
 to change the Employer
 Paid Member Contributions for
 Placer Public Employees Organization
 General Unit – Correctional Officers
 Classifications effective January 1, 2011

Resol.No: _____

Ord.No.: _____

First Reading: _____

The following Resolution was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held September 7, 2010 by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

Chairman, Board of Supervisors

Attest:
Clerk of said Board

WHEREAS, The governing body of the Placer County has the authority to implement Government Code Section 20691;

WHEREAS, The governing body of the Placer County has a written labor policy or agreement which specifically provides for the normal member contributions to be paid by the employer;

WHEREAS, One of the steps in the procedures to implement Section 20691 is the adoption by the governing body of the Placer County of a Resolution to commence said Employer Paid Member Contributions (EPMC);

WHEREAS,

The governing body of the Placer County has identified the following conditions for the purpose of its election to pay EPMC:

- This benefit shall apply to all employees of the Placer Public Employees Organization General Unit in the classification series of Correctional Officer.
- This benefit shall consist of paying 5 percent of the normal member contributions as EPMC.
- The effective date of this Resolution shall be January 1, 2011.

NOW, THEREFORE, BE IT RESOLVED that the governing body of the Placer County elects to pay EPMC, as set forth above.

Adopted at a regular meeting of the Placer County Board of Supervisors at Auburn, California this 7th day of September 2010.

Before the Board Of Supervisors
County of Placer, State of California

In the matter of: Adopting the CalPERS Resolution
 to change the Employer
 Paid Member Contributions for
 Placer Public Employees Organization
 Professional Unit – Probation Officers
 Classifications effective January 1, 2011

Resol.No: _____

Ord.No.: _____

First Reading: _____

The following Resolution was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held September 7, 2010 by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

Chairman, Board of Supervisors

Attest:
Clerk of said Board

WHEREAS, The governing body of the Placer County has the authority to implement Government Code Section 20691;

WHEREAS, The governing body of the Placer County has a written labor policy or agreement which specifically provides for the normal member contributions to be paid by the employer;

WHEREAS, One of the steps in the procedures to implement Section 20691 is the adoption by the governing body of the Placer County of a Resolution to commence said Employer Paid Member Contributions (EPMC);

WHEREAS,

The governing body of the Placer County has identified the following conditions for the purpose of its election to pay EPMC:

- This benefit shall apply to all employees of the Placer Public Employees Organization Professional Unit in the classification series of Probation Officer.
- This benefit shall consist of paying 5 percent of the normal member contributions as EPMC.
- The effective date of this Resolution shall be January 1, 2011.

NOW, THEREFORE, BE IT RESOLVED that the governing body of the Placer County elects to pay EPMC, as set forth above.

Adopted at a regular meeting of the Placer County Board of Supervisors at Auburn, California this 7th day of September 2010.

Before the Board Of Supervisors
County of Placer, State of California

In the matter of: Adopting the CalPERS Resolution
 to change the Employer
 Paid Member Contributions for
 Placer Public Employees Organization -
 General & Professional Units and Other
 Unclassified Non-Management Miscellaneous
 Employees to be Effective January 1, 2011

Resol.No: _____

Ord.No.: _____

First Reading: _____

The following Resolution was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held September 7, 2010 by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

Chairman, Board of Supervisors

Attest:
Clerk of said Board

WHEREAS, The governing body of the Placer County has the authority to implement Government Code Section 20691;

WHEREAS, The governing body of the Placer County has a written labor policy or agreement which specifically provides for the normal member contributions to be paid by the employer;

WHEREAS, One of the steps in the procedures to implement Section 20691 is the adoption by the governing body of the Placer County of a Resolution to commence said Employer Paid Member Contributions (EPMC);

WHEREAS,

The governing body of the Placer County has identified the following conditions for the purpose of its election to pay EPMC:

- This benefit shall apply to all employees of the Placer Public Employees Organization General & Professional Units and other Unclassified non-management employees covered by the CalPERS Miscellaneous Retirement Plan
- This benefit shall consist of paying 6 percent of the normal member contributions as EPMC.
- The effective date of this Resolution shall be January 1, 2011.

NOW, THEREFORE, BE IT RESOLVED that the governing body of the Placer County elects to pay EPMC, as set forth above.

Adopted at a regular meeting of the Placer County Board of Supervisors at Auburn, California this 7th day of September 2010.

