

**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:** August 23, 2011  
**SUBJECT:** Placer Public Employee Organization Layoff Impacts Side Letter of Agreement  
Implementing Non-codified Ordinance

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**ACTION REQUESTED**

That the Board adopts the attached uncodified ordinance to implement the Placer Public Employee Organization (PPEO) and County Layoff Impact Side Letter of Agreement.

**BACKGROUND**

Placer County's population was one of California's fastest growing in the early years of the last decade. This growth led to intense land development activity, as well as rapidly increasing land and real estate values. Since that time, the county's population growth is slower, service demands in land development programs have significantly declined, and county property revenue collections have dropped. In December of 2007, in response to this economic downturn, the Board implemented an employee hiring freeze which has resulted in 320 fewer employees today than the County had in 2007. The majority of these vacancies were created through employee retirements or other separations and, as a result, Placer County was able to continue to provide a high level of services to constituents in spite of declining revenues, while avoiding the large number of layoffs that have occurred in other jurisdictions. On April 5, 2011 the Board of Supervisors delegated authority to direct layoffs to the County Executive Officer for FY 2011-12. On June 21, 2011 staff returned to the Board with a status report on layoff notices to be issued in July, and received approval to move forward with those layoffs.

**PPEO LAYOFF IMPACT SIDE LETTER**

After several months of negotiations, recently PPEO and the County's negotiating teams approved the following terms to address layoff impacts:

1. Laid off employees accepting extra help positions will stay on the re-employment list.
2. Exclusive to the positions laid off in these negotiations, the County will allow these employees the ability to apply for lateral and promotional recruitments for two years.
3. The reemployment list duration shall be for two years from the layoff effective date.
4. The County will reimburse the laid off employee for 80% of the normal employer cost for two months of COBRA medical coverage; extends coverage through October 2011.

**FISCAL IMPACT**

Twenty-seven employees were originally identified as "at risk" of layoff. After efforts taken by the county's management and negotiating teams to find alternatives so that "at risk" employees could remain

employed with the County, this figure has now been reduced to just 2 positions. Staffs expect that these 2 laid off employees will have a number of opportunities to return to county employment due to the terms negotiated in the Side Letter of Agreement.

Departments affected by layoff are those whose work load has significantly reduced; departments with programs dependent upon revenue from State and / or Federal sources; and / or departments where funding was reallocated to other critical program areas. The additional cost to the County to extend health benefits to laid off employees is estimated at less than \$4,000 and will be absorbed in the department budgets.

Attachment: Ordinance (uncodified)

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

In the matter of: An uncodified ordinance providing for a limited  
Waiver of certain provisions Chapter 3 regarding promotional  
Appointments and COBRA reimbursement pursuant to Side  
Letter of Agreement Placer County Public Employee's  
Organization (PPEO) Layoff Impacts

Ordinance No.: \_\_\_\_\_

First Reading: Aug. 9, 2011

The following Ordinance was duly passed by the Board of Supervisors of the County of Placer at a  
regular meeting held August 9, 2011, 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:**

**Section 1.** Pursuant to the Side Letter Agreement dated July 14, 2011, negotiated with the Placer Public Employees Organization (PPEO) regarding the impact of layoffs in fiscal year 2011-12, those individuals identified in the final list of layoffs, and subsequently laid off, shall be entitled to apply and be appointed in lateral and promotional recruitments conducted for a minimum of two (2) years from the date of layoff.

**Section 2.** According to the terms of the Side Letter Agreement, a limited waiver and exception is hereby provided to the requirements of Placer County Code Sections 3.08.760B and 3.08.910, allowing those employees laid-off to be included in lateral and promotional examinations and eligible for appointments for a two (2) year period after layoff. If such an employee is subsequently hired from a promotional list, the employee will be removed from the re-employment list and, by acceptance of the new position, shall not have a right of return to the re-employment list.

**Section 3.** Additionally, laid off employees who purchase CalPERS health insurance COBRA coverage will have up to two (2) months of the County's share of the health insurance premium reimbursed at the current rate. The laid off employee will pay their share.

**Section 4.** That this ordinance shall be effective July 15, 2011.

**Section 5.** That this ordinance is adopted as an un-codified ordinance.