



**MEMORANDUM
HUMAN RESOURCES**

TO: Board of Supervisors **DATE: October 11, 2016**
FROM: Lori Walsh, Human Resources Director
SUBJECT: Amendments to Chapter 3 and Compensation and Benefit Adjustments related to Placer County Deputy Sheriff's Association Memorandum of Understanding

ACTION REQUESTED

1. Adopt an ordinance, introduced September 27, 2016, amending the Placer County Code, Chapter 3, at Sections 3.12.020, 3.04.290, 3.12.080, 3.12.090, 3.04.490, and 3.12.110 consistent with the new MOU.
2. Adopt an ordinance, introduced September 27, 2016, adjusting compensation and benefits for employees represented by the Placer County Deputy Sheriff's Association.

BACKGROUND

The Placer County Deputy Sheriff's Association (PCDSA) is the recognized employee organization representing approximately 235 employees in the law enforcement bargaining unit, including Sheriff Deputies, Sheriff Sergeants, District Attorney Investigators and Welfare Fraud Investigators.

The County and the PCDSA engaged in collective bargaining resulting in agreement on a successor comprehensive memorandum of understanding which was adopted by the Board via resolution on September 27, 2016.

FISCAL IMPACT

Adoption of this agreement will cost the County approximately for \$373,500 for FY 2016-2017, and \$724,000 for FY 2017-2018. Staff also estimate a savings from the employees' increased pick-up of their CalPERS contribution, and the elimination of the Tahoe Rural Health Subsidy in the total amount of \$167,000 for FY 2016-2017, and \$424,000 for FY 2017-2018. The estimated net cost to the County is \$206,500 for FY 2016-2017, and \$300,000 for FY 2017-2018.

ATTACHMENTS

- Attachment 1 – Ordinance amending Placer County Code, Chapter 3, pursuant to new MOU.
- Attachment 2 – Ordinance implementing compensation and benefits adjustments for employees represented by the Placer County Deputy Sheriffs Association.

Attachment 1

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

In the matter of: An ordinance amending the Placer County Code, Chapter 3, at Sections 3.12.020, 3.04.290, 3.12.080, 3.12.090, and 3.04.490, 3.12.110.

Ordinance No.: _____

Introduced: _____

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.

Chair, 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. That section 3.12.020 of Chapter 3 of the Placer County Code is hereby amended and shall read as follows:

2. Career and Education Incentive.

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- a. Basic POST.
 - i. Employees hired or rehired on or after February 26, 2013 will not receive the Basic POST benefit.
 - ii. Active employees already receiving Basic POST on February 26, 2013 will continue to receive Basic POST until they separate from Placer County employment at which point they lose all future rights to this benefit.
 - (A) Five percent of base salary for possession of a POST basic certificate.
 - (B) Effective the pay period beginning pay period 20, March 9, 2013, Basic POST will increase to seven percent of base pay.
 - iii. For employees represented by the Placer County Deputy Sheriff's Association, Basic POST pay shall be pursuant to the terms of the Memorandum of Understanding between Placer County and the PCDSA.
- b. Intermediate POST. Five percent of base salary for possession of a POST intermediate certificate.
 - i. For employees represented by the Placer County Deputy Sheriff's Association, Intermediate POST pay shall be pursuant to the terms of the Memorandum of Understanding between Placer County and the PCDSA.
- c. Advanced POST. Five percent of base salary for possession of a POST advanced certificate.
 - i. For employees represented by the Placer County Deputy Sheriff's Association, Advanced POST pay shall be pursuant to the terms of the Memorandum of Understanding between Placer County and the PCDSA.
- d. POST certificate incentive packages shall be cumulative but not compound.
 - i. For employees represented by the Placer County Deputy Sheriff's Association, POST pay shall be pursuant to the terms of the Memorandum of Understanding between Placer County and the PCDSA.
- e. Full-time permanent employees in the above-listed classifications will be eligible for educational incentive pay of fifty dollars (\$50.00) per pay period for an associate degree (AA), seventy-five dollars (\$75.00) per pay period for a bachelor degree (BA) or one hundred dollars (\$100.00) per pay period for a masters degree (MA). To be eligible for educational incentive pay the degree must be from an accredited college, consistent with the Personnel Human

Resources Department practices in determining validity of the college and degree. Employees must present evidence of successful completion of a qualifying degree, consistent with this section to their department head, which shall determine and certify whether employees are eligible to receive educational incentive pay.

i. For employees represented by the Placer County Deputy Sheriffs Association, the amount of the educational incentive for AA, BA or MA degrees shall be as set forth in the Memorandum of Understanding between Placer County and the PCDSA.

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5. ~~Special Teams Pay Deputy Sheriff's Unit and Safety Management. Effective July 23, 2004 at 5:01 p.m., special~~Special pay will be adjusted as follows for those employees assigned by the sheriff to the following special teams without regard to call-out:

- a. ~~Explosive Ordinance Detail (EOD). Effective February 9, 1990, 5:01 p.m., that~~ An employee designated as EOD officer by the Sheriff will receive an additional one hundred twenty-five dollars (\$125.00) per month in salary.
- b. ~~Undercover Assignment. Effective July 11, 1980, 5:01 p.m., an~~An employee designated by the Sheriff to work an undercover assignment shall be entitled to receive five percent additional compensation.
- c. Certified Diver's pay shall increase from fifty dollars (\$50.00) per month to one hundred twenty-five dollars (\$125.00) per month.
- d. Special Enforcement Team pay shall increase from fifty dollars (\$50.00) per month to one hundred twenty-five dollars (\$125.00) per month.
- e. Hostage Negotiations Team members will receive pay of one hundred twenty-five dollars (\$125.00) per month.
- e.f. The above-provisions do not apply to employees represented by the Placer County Deputy Sheriffs Association. Instead, Special Teams Pay and related special assignment pay shall be as set forth in the Memorandum of Understanding between the County and the PCDSA.

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20. ~~Special Enforcement Team. Effective pay period 22, beginning 5:01 p.m., April 1, 1994, that number of Employees~~ employees designated by the sheriff and approved by the personnel director, to participate as members of the special enforcement team (SET) shall receive fifty dollars (\$50.00) in a month in which the SET is called out. Training exercises are not eligible for the special pay.

a. For employees represented by the Placer County Deputy Sheriffs Association, Special Enforcement Team pay shall be as set forth in the Memorandum of Understanding between the County and the PCDSA.

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Section 2. That Section 3.04.290, Chapter 3 of the Placer County Code is hereby amended and shall read as follows:

Overtime-Stand-by duty

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C. Stand-by duty shall be compensated at a flat rate of twenty-one dollars (\$21.00) for weekdays and twenty-four dollars (\$24.00) for weekends and holidays, for eight hours (one normal shift) of stand-by duty, or any portion thereof, and shall be paid in the pay period it is earned. Weekdays are defined as Monday 12:01 a.m. through Friday midnight. Holidays are defined as the county declared holiday from 12:01 a.m. to midnight.

1. PPEO Represented and Management Employees. Effective December 13, 2014, pay period 14, stand-by duty shall be compensated at a flat rate of twenty-five dollars (\$25.00) for weekdays and twenty-eight dollars (\$28.00) for weekends and holidays.
 - a. PPEO Represented and Management Employees. Effective December 12, 2015, pay period 14, stand-by duty shall be compensated at a flat rate of twenty seven dollars (\$27.00) for weekdays and thirty dollars (\$30.00) for weekends and holidays.
2. For employees represented by the Placer County Deputy Sheriffs Association, stand-by duty shall be compensated as set forth in the Memorandum of Understanding between the County and the PCDSA.

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Section 3: That Section 3.12.080 of Chapter 3 of the Placer County Code is hereby amended and shall read as follows:

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C. Deputy Sheriff's Unit. For employees represented by the Placer County Deputy Sheriffs Association, Tahoe Branch Assignment Premium Pay shall be as set forth in the Memorandum of Understanding between the County and the PCDSA.

- ~~1. Effective July 23, 2004 at 5:01 p.m., Tahoe subsistence shall be increased by two hundred dollars (\$200.00), from three hundred fifty dollars (\$350.00) to six hundred twenty five dollars (\$625.00) dollars per month.~~
- ~~2. Effective pay period 18, February 4, 2005 at 5:01 p.m., Tahoe Subsistence shall be increased by seventy five dollars (\$75.00), from five hundred fifty dollars (\$550.00) to six hundred twenty five dollars (\$675.00) per month.~~

Section 4: That Section 3.12.090 of Chapter 3 of the Placer County Code is hereby amended and shall read as follows:

-Tahoe Rural Health Program.

- A. ~~DSA Represented Employees. For employees represented by the Placer County Deputy Sheriff's Association, the Tahoe Rural Health Subsidy shall be as set forth in the Memorandum of Understanding between the County and the PCDSA. Effective after 11:59 p.m. on December 31, 2016, the Tahoe Rural Health Subsidy will be eliminated. The parties agree to provide a rural health program for Tahoe area employees represented by the PCDSA, who are enrolled in PERSCARE, PERSCHOICE or a comparable preferred provider plan offered through PERS, used for the reimbursement of medical expenses, as defined under IRS Code Section 213, excluding premium payments which are not covered by any other insurance plan.~~
- B. ~~Employees who have one party coverage will be entitled to receive a maximum of two thousand dollars (\$2,000) each calendar year. Employees who have two party or family coverage will be entitled to receive a maximum of three thousand dollars (\$3,000) each calendar year.~~
- C.A. ~~Effective January 1, 2014, the rural health subsidy will increase. Employees who have one party coverage will be entitled to receive a maximum of two thousand two hundred fifty dollars (\$2,250.00) each calendar year. Employees who have two party or family coverage will be entitled to receive a maximum of three thousand two hundred fifty dollars (\$3,250.00) each calendar year.~~

Section 5: That Section 3.04.490 of Chapter 3 of the Placer County Code is hereby amended and shall read as follows:

Vacation—When to be taken.

D. PPEO Represented, Placer County Deputy Sheriffs Association Represented, and Unclassified Nonmanagement Employees—Vacation Cash Out.

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Section 6: That Section 3.12.110 of Chapter 3 of the Placer County Code is hereby amended and shall read as follows:

County payment- Employee share of CalPERS retirement contribution

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D. ~~Deputy Sheriff's Association-CalPERS Safety Employees. For those employees represented by the PCDSA and included in the safety retirement plan effective pay period 16, January 1, 2011, the county will pick up seven 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. New employees hired on or after pay period 16, January 1, 2011 will pay the full nine percent of their employee CalPERS contribution. For employees represented by the Placer County Deputy Sheriffs Association, their share of the CalPERS retirement contribution will be as required by~~

California law, and as negotiated in the Memorandum of Understanding between Placer County and the Placer County Deputy Sheriffs Association.

Attachment 2

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

In the matter of: An ordinance implementing salary, compensation and benefit adjustments for employees represented by the Deputy Sheriffs Association.

Ordinance No.: _____

Introduced: _____

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.

Chair, 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: This ordinance implements salary, compensation and benefit adjustments for employees represented by the Placer County Deputy Sheriffs Association as set out in Attachment A.

Section 2: This ordinance shall be effective the first day of the pay period following adoption unless otherwise set forth in Attachment A.

Section 3: This ordinance is adopted as an un-codified ordinance.

Attachments

Attachment A Salary, Compensation, and Benefit Adjustments for Employees Represented by the Placer County Deputy Sheriffs Association

Attachment A

Salary, Compensation, and Benefit Adjustments for Employees Represented by the Placer County Deputy Sheriffs Association

Salary Adjustments:

Effective the same pay period that Measure F is implemented for 2017, salary for the classification of Chief Deputy Coroner will be set at a pay range equivalent to the base pay of the classification of Sheriff's Sergeant.

Contribution to a 401(k) Account in Lieu of Health Insurance:

Employees who elect to opt out of the CalPERS Health plan, because he or she has other coverage available, and elect to participate in the In Lieu of Health (ILH) option, will receive a flat dollar amount of \$140.00 per pay period to be contributed to their 401(k) account.

Special Teams Pay:

For employees assigned by the Sheriff to the following special teams, without regard to call out, pay shall be as \$130.00 per month: Special Enforcement Team; Certified Divers; Hostage Negotiations Team; Explosive Ordinance Team, and Air Support Team.

Detective Division Premium:

Employees designated by the Sheriff to work in the Investigations Division shall receive an additional five percent of base salary.

Stand By Duty Pay:

Stand-by duty shall be compensated at a flat rate of \$25.00 for weekdays and \$28.00 for weekends and holidays.

Career and Education Incentive:

1. Incentive pay for possession of a POST Intermediate Certificate will be 12.0% of base salary, and incentive pay for possession of a POST Advanced Certificate will be 17.0% of base salary. The POST certificate incentive amounts are not cumulative or compounded and employee will receive only one rate of incentive pay for POST certification.
2. Educational Incentive pay for degrees from an accredited college are as follows: \$100.00 per pay period for an Associate's Degree; \$125.00 per pay period for a Bachelor's Degree; or \$175.00 per pay period for a Master's Degree. Incentive amounts are not cumulative and employees will only receive Education Incentive pay for one degree.

Tuition Reimbursement:

Beginning July 1, 2017, tuition reimbursement shall be \$1,300 per fiscal year.

Tahoe Branch Assignment Premium:

Effective December 10, 2016, the Tahoe Branch Assignment Premium shall be \$775.00 per month. Effective December 9, 2017, the Tahoe Branch Assignment Premium shall be \$875.00 per month.

Tahoe Rural Health Subsidy:

Effective after 11:59 p.m. on December 31, 2016, the Tahoe Rural Health Subsidy will be eliminated.