

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.: 5835-B

Introduced: September 27, 2016

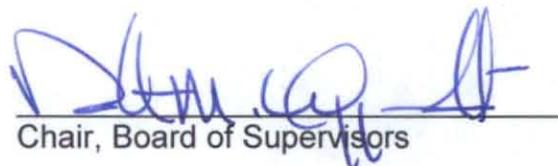
The following Ordinance was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held October 11, 2016, by the following vote on roll call:

Ayes: DURAN, HOLMES, UHLER, MONTGOMERY, WEYGANDT

Noes: NONE

Absent: NONE

Signed and approved by me after its passage.

  
Chair, Board of Supervisors

Attest:

  
Clerk of said Board

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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:

**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.

- \*                    \*                    \*
- 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.

\* \* \*

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.

\* \* \*

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.

\* \* \*  
**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**

\* \* \*  
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.

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

\* \* \*  
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.

\* \* \*

**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

\* \* \*

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.