

**SIDE LETTER AGREEMENT
PLACER PUBLIC EMPLOYEES ORGANIZATION (PPEO)
PUBLIC SAFETY DISPATCHER SALARY AND BENEFITS**

This Side Letter of Agreement is entered into between the County of Placer and the PPEO (“Parties”) as a result of meeting and conferring. The Parties mutually agree to the provisions contained herein which will become effective upon the first full pay period after adoption by the Board of Supervisors or on the date indicated:

1. MARKET RATE ADJUSTMENT

Effective pay period 18 beginning February 2, 2019, salaries of the following classifications shall receive market rate adjustments which will result in a minimum salary increase of 5.8%, which will be transacted by placement into the following existing salary ranges:

- *Public Safety Dispatcher I:* Salary Range GNRL 71 to Salary Range GNRL 88;
- *Public Safety Dispatcher II:* Salary Range GNRL 83 to Salary Range GNRL 100;
- *Public Safety Dispatcher – Supervising:* Salary Range GNRL 95 to Salary Range GNRL 112;
- *Dispatch Services Supervisor:* Salary Range GNRL 107 to Salary Range GNRL 124.

2. POST CERTIFICATE PAY

Employees permanently allocated to the classifications of Public Safety Dispatcher I, Public Safety Dispatcher II, Supervising Public Safety Dispatcher, and Dispatch Services Supervisor will be eligible for the following certificate pays:

- Effective pay period 18 beginning February 2, 2019, incentive pay for possession of a POST Dispatcher Intermediate Certificate will be \$100 per pay period.
- Effective pay period 18 beginning February 2, 2019, incentive pay for possession of a POST Dispatcher Advanced Certificate will be \$125 per pay period.

The above incentive amounts are not cumulative or compounded and employees will receive only one rate of incentive pay for the POST certification.

3. LATERAL SIGNING BONUS

In an attempt to attract the most highly qualified lateral applicants for the classifications of Public Safety Dispatcher I, Public Safety Dispatcher II, Supervising Public Safety Dispatcher, and Dispatch Services Supervisor, applicants with prior dispatch experience who are hired into permanently allocated positions will be eligible for the following one-time incentives upon their initial hire to the County, provided all selection and pre-employment requirements are met:

- An initial payment of \$1,500 will be added to the first paycheck earned, and
- A second/final payment of \$1,000 will be paid out upon the successful completion of the entire probationary period as determined by the Sheriff.

4. RETENTION BONUS

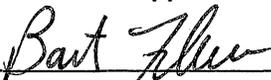
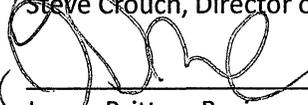
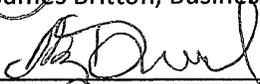
All existing full-time permanent and probationary employees allocated to the classifications of Public Safety Dispatcher I, Public Safety Dispatcher II, Supervising Public Safety Dispatcher, and Dispatch Services Supervisor as of February 2, 2019 shall receive a one-time retention bonus in the amount of \$2,500.00. This amount, less appropriate withholding taxes, will be paid out as follows:

- \$1,000 will be paid out on March 1, 2019 in addition to all time worked during pay period 18.
- \$1,500 will be paid out on February 28, 2020 in addition to all time worked during pay period 18.

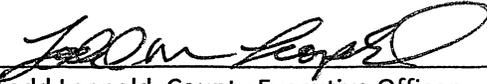
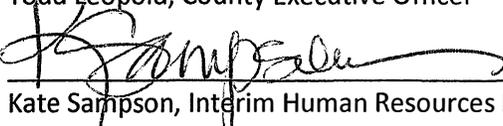
Employees who terminate employment prior to either of the payout dates will no longer be eligible for this bonus. No employees will be eligible for both the signing and retention bonuses described above as part of this agreement.

5. The terms and conditions set forth in this Side Letter Agreement have been mutually agreed upon by the designated bargaining representatives of the County and PPEO, and will apply to all employees covered by the MOU between the County and the PPEO.
6. This Side Letter Agreement shall expire upon the operative effect of the current MOU.

Authorized and Approved on behalf of the PPEO:

 _____ Bart Florence, Business Manager	<u>1/18/19</u> Date
 _____ Steve Crouch, Director of Public Employees	<u>1-18-19</u> Date
 _____ James Britton, Business Representative	<u>12/19/18</u> Date
 _____ Brandy Dunkel, PPEO President	<u>12/19/18</u> Date
 _____ Ricky Martino, PPEO Vice President	<u>12/19/18</u> Date

Authorized and Approved on behalf of the Placer County Board of Supervisors:

 _____ Kirk Uhler, Chairman	<u>1/30/19</u> Date
 _____ Todd Leopold, County Executive Officer	<u>12/19/18</u> Date
 _____ Kate Sampson, Interim Human Resources Director	<u>12/19/18</u> Date