



**MEMORANDUM
HUMAN RESOURCES**

TO: Board of Supervisors DATE: March 12, 2019

FROM: Kate Sampson, Director of Human Resources
By: Michelle Beauchamp, Deputy Director of Human Resources

SUBJECT: Fourteen Day Work Period Side Letter with Placer Public Employees Organization

ACTION REQUESTED

Approve the Side Letter Agreement with the Placer Public Employees Organization (PPEO) related to correctional officer employees working a regular recurring fourteen (14) day work period.

BACKGROUND

Workday implementation requires the building of schedules that are compliant with the Fair Labor and Standards Act (FLSA). In researching the authority to build FLSA compliant 14-day work schedules, a prior ordinance was identified; however, it was discovered that there was no corresponding documentation in the Memorandum of Understanding (MOU) between the County of Placer and the Placer Public Employees Organization (PPEO). Placer County Correctional Officers work a regular recurring fourteen (14) day work period; and, it is the intent of the parties to maintain the current work schedules by memorializing the practice through the addition of Section 15.06 – Fourteen Day Work Period to Article 15 – Miscellaneous of the 2017 – 2022 Memorandum of Understanding (MOU). The Side Letter Agreement shall expire upon the operative effect of the current MOU.

FISCAL IMPACT

None.

ATTACHMENTS

Attachment 1 – PPEO Side letter

**SIDE LETTER AGREEMENT BETWEEN
COUNTY OF PLACER and THE PLACER COUNTY PUBLIC EMPLOYEES ORGANIZATION
INTERNATIONAL UNION OF OPERATING ENGINEERS STATIONARY LOCAL NO. 39**

1. This Side Letter Agreement is between the County of Placer (hereinafter called "County") and the Placer County Public Employees Organization International Union of Operating Engineers, Stationary Local No. 39, AFL-CIO (hereinafter called "PPEO") (collectively called "the parties").

2. The intent of this Side Letter Agreement is to memorialize the practice between the parties regarding correctional officer employees working a regularly recurring fourteen day work period by adding Section 15.06 – Fourteen Day Work Period to Article 15 – Miscellaneous of the 2017-2022 Memorandum of Understanding (MOU). It is the parties' further intent to maintain the current work schedules.

3. The parties hereby agree to amend Article 15 – Miscellaneous of the 2017-2022 Memorandum of Understanding (MOU) by adding the following:

15.06 – Fourteen Day Work Period

Employees subject to the provisions of 207(k) of the Fair Labor Standards (FLSA) shall work a regularly recurring fourteen day work period, consistent with the County's pay period schedule. Time worked in excess of 80 hours during the work period shall be compensated at time and one-half or compensatory time earned at time and one-half, pursuant to Section 4.11 of this MOU. Within such work period are work schedules and shift assignments, as determined by the Sheriff's Office and District Attorney's Office.

4. 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 PPEO.

5. 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

Date

Steve Crouch, Director of Public Employees

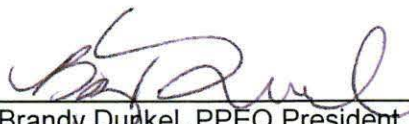
Date



Gary Winegar, Business Representative

2/13/19

Date



Brandy Dunkel, PPEO President

2/13/19

Date

Ricky Martino, PPEO Vice President

Date

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

Kirk Uhler, Chairman

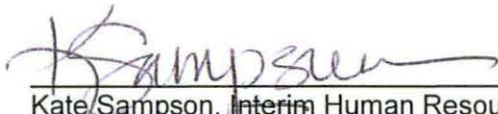
Date



Todd Leopold, County Executive Officer

2/15/19

Date



Kate Sampson, Interim Human Resources Director

2/15/19

Date

