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**SIDE LETTER AGREEMENT BETWEEN THE COUNTY OF PLACER AND
PLACER PUBLIC EMPLOYEES ORGANIZATION (PPEO)
SALARY RANGE B**

This Side Letter of Agreement is entered into between the County of Placer and the PPEO ("Parties") to make minor modifications to certain sections of the current Memorandum of Understanding (MOU) covering the term July 1, 2017 to June 30, 2022. It is understood that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements or side letters, whether oral or written, regarding the negotiated Salary Range B.

The Parties have met and conferred in good faith concerning the terms and conditions of this side letter agreement and its implementation, and now therefore mutually agree that Section 6.02 of the current MOU be replaced with the language shown below effective upon the first full pay period after adoption by the Board of Supervisors. New language is noted in bold/underline and deletions are noted in strike through.

6.02 – CREATION OF NEW SALARY SCHEDULE

When operationally feasible following the implementation of Workday (as determined by the Director of Human Resources), each job classification shall have two salary ranges: Range A and Range B. Procedures for step advancement, promotion, demotion, transfer, and layoff as set forth in Chapter 3 and the MOU shall apply. Any future unit wide salary change shall be applied equally to Range A and Range B.

- a. Salary Range A. Salary Range A shall be the salary range in place for each job classification. Existing employees in permanent positions **pending the implementation of Workday** shall be assigned to Range A for the remainder of their continuous employment with the County.
- b. Salary Range B. Employees who are hired on or after **the implementation of Workday** shall be assigned to Salary Range B **when operationally feasible**. The top step of Salary Range B shall be equal to the top step of Salary Range A for each job classification. Salary Range B shall consist of ten (10) steps (steps 1 – 10). The range between each Step 1 through 10 shall be approximately 2.5%, not to exceed the top step of Salary Range A.

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.

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

4/11/19

Date



Steve Crouch, Director of Public Employees

4-10-19

Date

JAE
James Britton, Business Representative

3/4/19
Date

Brandy Dunkel 2/13/19
Brandy Dunkel, PPEO President

Date

Ricky Martino
Ricky Martino, PPEO Vice President

2/26/19
Date

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

[Signature]
Kirk Uhler, Chairman

3/26/19
Date

[Signature]
Todd Leopold, County Executive Officer

3/14/19
Date

[Signature]
Kate Sampson, Interim Human Resources Director

3/14/19
Date