

Honorable Board of Supervisors

August 10, 2021

Amendment of Placer County Code Chapter 3 Related to Stand-by Pay and Unclassified Salary

Notations

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FISCAL IMPACT

In total, the proposed updates to the County Code are not expected to result in any material fiscal impact.

ATTACHMENTS

Attachment 1 – Ordinance with Exhibit A

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

In the matter of: An ordinance amending sections 3.04.290 and 3.12.030 of Chapter 3 to align with current practice, employment market, and business need.

Ordinance No.: _____

Introduced: July 27, 2021

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:

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 the following sections Chapter 3 of the Placer County Code are amended as set forth in Exhibit A, attached hereto and incorporated herein by reference:

- 3.04.290
- 3.12.030

Section 2. This ordinance shall be effective the first pay period following adoption.

Section 3. That this ordinance is adopted as a codified ordinance.

EXHIBIT A

That the following sections of Chapter 3 of the Placer County Code are hereby amended to read as indicated (additions to ordinance shown in **bold and underline**, deletions shown in strikethrough):

3.04.290 Overtime—Stand-by duty.

- A. Stand-by duty requires the employee so assigned:
1. To be ready to respond to calls for service; and
 2. To be reachable by telephone or radio; and
 3. To refrain from activities which might impair his or her ability to perform his or her assigned duties.
- B. Stand-by duty may only be assigned by a department head, or designated representative.
- ~~C. Management Employees. 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, 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.~~
- 4C. For employees represented by the Placer County Deputy Sheriff's Association, stand-by duty shall be compensated as set forth in the Memorandum of Understanding between the county and the PCDSA.
- 2D. For employees represented by Placer Public Employees Organization (PPEO), stand-by duty shall be compensated as set forth in the Memorandum of Understanding between the county and PPEO.
- DE. Stand-by duty and stand-by compensation shall not be deemed overtime compensation for purposes of Section 3.04.230. (Ord. 5879-B § 1, 2017; Ord. 5835-B § 2, 2016; Ord. 5749-B § 1, 2014; Ord. 5747-B § 1, 2014; Ord. 5740-B § 4, 2014; Ord. 5700-B § 7, 2013; Ord. 5683-B § 6, 2012; Ord. 5478-B (Attach. A), 2007; Ord. 5309-B, 2004; prior code § 14.220)

3.12.030 Unclassified service—Salary and benefits notations.

1. The classifications below shall be eligible for the incentive pays listed below:

ADMIN. CODE	CLASSIFICATION TITLE
19824	Health Officer *a
19825	Chief Physician *a
19838	Physician *a
11798	Psychiatrist – Board Eligible *b
11798	Psychiatrist – Board Certified *b
11780	Chief Psychiatrist *b
13875	Public Works Manager *c
<u>19815</u>	<u>Assistant Director of Emergency Services *c</u>

*a Physicians are eligible to receive the following additional compensation:

Twenty (20) percent pay differential if the incumbent has one or more board certifications as recognized by the American Board of Medical Specialties, or an affiliated Board, and the

California Medical Board in a specialty or specialties that are relevant to the provision of county medical/psychiatric services;

Five percent pay differential if the incumbent is eligible for one or more board certifications as recognized by the American Board of Medical Specialties, or an affiliated Board, and the California Medical Board in a specialty or specialties that are relevant to the provision of county medical/psychiatric services;

Fifteen (15) percent pay differential for forensic pathology specialization in addition to that stated above;

*b Fifteen (15) percent pay differential for child psychiatrist specialization.

*c The county will pay an additional five (5) percent of the base hourly rate, plus longevity if applicable, upon presentation of a certificate of registration as a civil engineer or land surveyor issued by the California State Board of Registration for Professional Engineers.