

**Placer County Deputy Sheriff's Association/County of Placer
Labor Negotiations - 2021**

**County Proposal No. 5
November 30, 2021**

Amend Article 8, Section 8.12:

8.12 - LONGEVITY PAY

Permanent employees meeting the following criteria shall be eligible to receive two five percent (5%) increases in their then current hourly rate from the salary schedule, which shall be referred to as "longevity pay". As to either step alternative, a break in service will result in a new calculation for a new five or ten (10) year period, and no service prior to the break will be counted as part of the new five or ten (10) year period. Extra help time and time off without pay will not be included as part of this calculation. Time off without pay for disciplinary reasons or unpaid leave of absence will not constitute a break in service. Time off for these reasons will not count toward the completion of the required service time.

- a. Longevity Pay 1 (5%): An employee is eligible for five percent (5%) longevity pay upon meeting the requirements in EITHER item 1) OR 2) but cannot earn both.
 - 1) Each permanent employee who has been at step 5 of his or her salary grade in the same classification for 10,400 paid hours (five years full time paid service) with Placer County shall receive a one-time five percent (5%) increase in his or her then current base hourly rate. This special compensation shall not be reportable to CalPERS.
 - 2) Each permanent employee who has at least 20,800 paid hours (ten (10) years of full-time paid service) with Placer County shall receive a five percent (5%) increase in their then current base hourly rate. This special compensation shall be reportable to CalPERS. Upon attaining eligibility under this subsection, employees shall earn Longevity Pay 1 (2) and cease to be eligible for Longevity Pay 1 (1).
- b. Longevity Pay 2 (additional 5% for a total of 10%)—Each permanent employee who has at least 41,600 paid hours (twenty (20) years of full-time paid service) with Placer County, shall receive an additional five

percent (5%) increase of his or her then current base hourly rate. This special compensation shall be reportable to CalPERS.

- c. Employees who separate from County service, but who reinstate at a future date will follow the reinstatement provisions for eligibility for longevity pay; within two (2) years maintains prior eligibility; 2 years or more is treated as a new employee.
- d. Any form of overtime hours, extra help hours and time off without pay regardless of the reason will not be included for purposes of eligibility for longevity.
- e. Once such longevity increase(s) (longevity pay 1 or 2) have been provided to an employee, that employee shall have no further right to a longevity increase. The longevity increase(s) will remain with the employee regardless of any future position or classification changes.