



**MEMORANDUM
HUMAN RESOURCES**
County of Placer

TO: Honorable Board of Supervisors **DATE:** July 12, 2022
FROM: Kate Sampson, Director of Human Resources
SUBJECT: Compensation Adjustments for Employees Represented by Placer Public Employees Organization and Unrepresented Confidential and Unclassified Non-Management Employees

ACTION REQUESTED

1. Adopt an uncodified ordinance, introduced June 28, 2022, to adjust compensation and benefits for employees represented by the Placer Public Employees Organization.
2. Adopt an uncodified ordinance, introduced June 28, 2022, to adjust compensation for Confidential and Unclassified Non-Management employees.

BACKGROUND

The Placer Public Employees Organization (PPEO) is the exclusively recognized organization representing approximately 1,900 employees in the general and professional bargaining units. The County and PPEO have a current agreement that expires on June 30, 2022 and therefore engaged in collective bargaining to reach agreement on a successor memorandum of understanding (MOU). On June 28, 2022, the Board of Supervisors approved the terms of the tentative agreement and authorized the Chair to execute a Successor MOU by resolution.

The terms for the successor MOU align with the Board’s focus on recruitment and retention in a highly competitive labor market, while also providing for long-term fiscal sustainability. The agreement also recognizes the significant contributions this workforce made to maintaining County operations during the challenging circumstances generated by the COVID-19 pandemic. With steady wage increases over three years, other benefit adjustments, and improved regulatory compliance, the result of these mutually beneficial labor negotiations provides stability to all parties and supports the continued provision of critical services to the community.

Following is a summary of the significant terms included in the successor MOU:

Term:	Three years, from July 1, 2022 to June 30, 2025
Salaries:	General wage increases for all classifications <ul style="list-style-type: none">• 4% following adoption• 4% effective July 2023• 4% effective July 2024
Holidays:	Add 8 hours of floating holiday, for a total of 16 hours

Cafeteria Plan:	Add Health Flexible Spending Account
Tahoe Branch Assignment Pay:	Increase incentive to \$1,000 per month and increase residential eligibility from 50 to 60 driving miles from Tahoe Administrative Center
Work Boots:	Increase allowance from \$300 to \$325 for most eligible classifications
Standby Pay:	Increase from \$27 to \$30 per weekday and from \$30 to \$35 per weekend day and holiday
Split Shift Pay:	Establish \$35 split shift standby pay for Bus Driver classifications
Classification Studies:	Review classifications and study pay equity for Client Services Practitioner series, Bus Driver series, and Correctional Officer series
Health Insurance:	Maintain 80% County contribution to health insurance premiums; eliminate retiree paid health reimbursement cap
Tuition Expenses:	Reimbursement eligibility adjusted from calendar year to fiscal year basis
Miscellaneous:	Revise existing MOU language for improved regulatory compliance and administrative adjustments

The uncodified ordinance proposed for adoption and related to PPEO employees serves to implement the pay and benefit changes included in the agreement. Also proposed for adoption is a second uncodified ordinance implementing wage increases for Confidential and Unclassified Non-Management employees. Confidential employees are in position classifications typically represented by PPEO but are designated as a separate unit because of duties that relate to the administration of employer-employee relations. Unclassified non-management employees include a limited number of classifications such as contracted district directors and physicians. Wage increases commensurate with PPEO employees for these unrepresented staff are recommended to maintain pay equity.

FISCAL IMPACT

Implementation of the proposed PPEO agreement for approximately 1,900 employees will result in increased total compensation costs of approximately \$9.8 million across all funds in Fiscal Year (FY) 2022-23. Additional increases in costs of \$9.1 million and \$9.6 million are anticipated in FY

2023-24 and FY 2024-25, respectively. These estimates include all expected merit increases and roll-up benefit costs, such as pension expenses.

The recommended wage adjustments for approximately 65 employees in the Confidential and Unclassified Non-Management groups result in an average of \$320,000 in new compensation costs in each of the next three fiscal years.

New costs associated with the proposed actions will be absorbed in the FY 2022-23 Budget, with any necessary adjustments proposed for consideration during FY 2022-23 quarterly budget updates. Future costs will be included in the recommended budgets for future fiscal years.

ATTACHMENTS

Attachment 1 – Ordinance Implementing Salary and Benefit Adjustments for PPEO

Attachment 2 – Ordinance Implementing Salary Adjustments for Confidential and Unclassified
Non-Management

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

In the matter of: An ordinance implementing salary and benefit adjustments for employees represented by the Placer Public Employees Organization.

Ordinance No.: _____

Introduced: June 28, 2022

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: This ordinance implements salary and benefit adjustments for employees represented by the Placer Public Employees Organization as set out in Exhibit A, attached hereto and incorporated by reference.

Section 2: This ordinance shall be effective as set forth in Exhibit A.

Section 3: This ordinance is adopted as an un-codified ordinance.

EXHIBIT A

Salary and Benefit Adjustments for Employees Represented by the Placer Public Employees Organization

Salary Adjustments

Employees represented by the Placer Public Employees Organization shall receive general wage increases as follows:

1. 4.0% effective pay period 3, pay date July 29, 2022
2. 4.0% effective pay period 1, pay date July 14, 2023
3. 4.0% effective pay period 1, pay date July 12, 2024

Tuition Reimbursement

Effective July 1, 2022, tuition reimbursement shall be \$1,200 per fiscal year.

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

In the matter of: An ordinance implementing salary adjustments for Confidential and Unclassified Non-Management Employees. Ordinance No.: _____

Introduced: June 28, 2022

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: This ordinance implements salary adjustments for Confidential and Unclassified Non-Management employees as set out in Exhibit A, attached hereto and incorporated by reference.

Section 2: This ordinance shall be effective as set forth in Exhibit A.

Section 3: This ordinance is adopted as an un-codified ordinance.

EXHIBIT A

Salary Adjustments for Confidential and Unclassified Non-Management Employees

Salary Adjustments

Confidential and Unclassified Non-Management employees shall receive general wage increases as follows:

1. 4.0% effective pay period 3, pay date July 29, 2022
2. 4.0% effective pay period 1, pay date July 14, 2023
3. 4.0% effective pay period 1, pay date July 12, 2024

