



**MEMORANDUM
HUMAN RESOURCES**
County of Placer

TO: Honorable Board of Supervisors **DATE:** December 6, 2022
FROM: Kate Sampson, Director of Human Resources
BY: Nicole Lopez, Assistant Director of Human Resources
SUBJECT: Tahoe Branch Assignment Premium

ACTION REQUESTED

Adopt an ordinance, introduced November 29, 2022, amending Chapter 3, Section 3.12.080 of Placer County Code, to update the Tahoe Branch Assignment Premium.

BACKGROUND

The Tahoe Branch Assignment Premium is special compensation designed to recruit and retain employees for critical services in the remote eastern portion of Placer County. The residency requirement for Tahoe Branch Assignment Premium was established to encourage employees to live and work in the Tahoe community; however, due to housing inventory and affordability, securing a qualifying permanent residence proves infeasible for some employees and job applicants.

During a recent compensation review, California Public Employees Retirement System (CalPERS) identified concerns related to the residency requirement, given the potential for employees to be excluded based on this criterion. For a special compensation element to be factored into the calculation of an employee's retirement benefit, the pay must meet CalPERS' requirements, including equal availability to all members of a group or class. In this case, the group or class is all employees assigned to remote or rural work locations in eastern Placer County, regardless of residency.

To address these factors, the County and its labor partners agreed to terms retroactively amending the eligibility criteria for Tahoe Branch Assignment Premium. These amendments were documented in the resolutions, side letters, and ordinance presented on November 29, 2022. Accordingly, the ordinance is proposed for final adoption.

FISCAL IMPACT

Currently, all employees assigned to a Tahoe work location are receiving the premium pay, which is a budgeted expense in applicable departments' compensation appropriations. Any costs associated with previously excluded employees will be subject to the County's Overpayment and Underpayment of Wages or Benefit Premiums Policy and absorbed within the adopted Fiscal Year 2022/23 budget.

ATTACHMENTS

Attachment A – Ordinance amending County Code Chapter 3 Section 3.12.080, with Exhibit 1

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

In the matter of: An ordinance amending the Placer
County Code, Chapter 3, Section 3.12.080

Ordinance No.: _____

Introduced: November 29, 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: That section 3.12.080 of Chapter 3 of the Placer County Code is hereby amended to read as indicated in Exhibit 1, attached hereto and incorporated by reference.

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

Section 3: This ordinance is adopted as a codified ordinance.

Attachment

Exhibit 1 Placer County Code Chapter 3 Amendment

EXHIBIT 1

Placer County Code Chapter 3 Amendment

The Placer County Code is hereby amended as follows: (Additions to ordinance shown in bold and underline, deletions shown with strike-through.)

3.12.080 Tahoe branch assignment premium.

Employees meeting the following criteria **permanently assigned to a position located in the North Lake Tahoe “rural” or “remote” areas** shall receive the following monthly additional compensation:

A. Confidential, Management, **Safety Management**, and Unclassified Non-Management Employees permanently assigned to a position located in the North Lake Tahoe **“rural” or “remote” areas** will qualify for the Tahoe Branch Assignment Premium.

1. Tahoe Branch Assignment Premium shall be one thousand dollars (\$1,000.00) per month.

2. Employees will be required to notify Human Resources if they are no longer assigned to a position qualifying for Tahoe Branch Assignment Premium.

B. For employees represented by the Placer County Law Enforcement Management Association, Tahoe Branch Assignment Premium Pay shall be as set forth in the Memorandum of Understanding between the county and the PCLEMA.

C. For employees represented by the PCDSA.

1. Tahoe Branch Assignment Premium Pay shall be eight hundred seventy-five dollars (\$875.00) per month.

2. ~~Effective October 9, 2021, e~~Employees hired into or transferring into a position located in the North Lake Tahoe area and ~~who have a primary residence or rent a dwelling within fifty (50) driving miles of the Placer County Sheriff’s Office Burton Creek substation~~ will qualify for the Tahoe Branch Assignment Premium.

~~a. Employees will be required to request Tahoe Branch Assignment Premium pay and will need to demonstrate and certify residency or rental of a dwelling within the specified areas.~~

~~b.a.~~ Employees will be required to notify Human Resources if they **are** no longer reside or rent a dwelling in an area **assigned to a position** qualifying for Tahoe Branch Assignment Premium ~~Pay~~.

~~c. Employees already receiving Tahoe Branch Assignment Premium Pay as of October 9, 2021 will continue to receive the premium for the uninterrupted and continuous duration of the employee's position in the North Lake Tahoe area, but if resuming a position in the North Lake Tahoe area after said date, the residency requirement of this section will apply to the employee upon re-occupying the same or different position in the North Lake Tahoe area.~~

~~d. "Primary residence" shall be determined in accordance with Government Code Section 244.~~

D. For employees represented by the Placer Public Employees Organization, Tahoe Branch Assignment Premium shall be as set forth in the Memorandum of Understanding between the county and the PPEO.

