

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

In the matter of:

Resol. No: _____

AN ORDINANCE AUTHORIZING
THE COUNTY TO APPROVE
SALARY, COMPENSATION, & BENEFITS
ADJUSTMENTS FOR ELECTED
DEPARTMENT HEADS

Ord. No: _____

First Reading: _____

The following ORDINANCE was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held November 7, 2006 by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

CHAIRMAN, BOARD OF SUPERVISORS

Attest:
Clerk of said Board

The Board of Supervisors of the County of Placer, State of California, hereby ordains as follows:

That the Elected Department Head Salary, Compensation, & Benefits Ordinance, attached hereto as **Exhibit A** and incorporated herein by this reference, is hereby adopted and approved as to the Placer County Assessor/Map Supervisor, Auditor-Controller, County Clerk/Recorder/Microfilm Supervisor, District Attorney, Sheriff-Coroner-Marshall, Treasurer-Tax Collector, on the terms contained therein. Any provisions of the Placer County Code or County Administrative Regulations in conflict with attached Exhibit A are hereby superseded and amended according to the terms of Exhibit A.

205

EXHIBIT A
2006
ELECTED DEPARTMENT HEAD
SALARY, COMPENSATION AND BENEFITS ORDINANCE

All items shall become effective the first full pay period after adoption by the Board of Supervisors or on the date indicated herein.

1. MEDICAL INSURANCE

- A. The existing health insurance premium formula shall be continued for the 2007 benefit year, such that the County's share of costs for health care premiums for employees and dependents will be equal to 100% of the average cost of the lowest and the highest cost HMO plans widely available to County employees. Small regional HMOs, such as Western Health Advantage are excluded.

- B. Effective pay period 12, November 10, 2007 for the 2008 benefit year employees will pay 10% of the premium for any plan (excluding PERSCare which will be frozen at the 2007 employer rates) for the duration of this agreement. However, the County shall not change the formula for medical insurance premiums for retirees who retire before January 1, 2007. Those retirees will continue to pay premiums under the formula set out in paragraph 2.A. above through June 30, 2010.

2. DENTAL INSURANCE

Effective January 1, 2008 the dental insurance program will be restructured as follows:

- A. The annual dental maximum will be increased from \$1,500 to \$2,000 per covered individual
- B. The lifetime orthodontia maximum will be increased from \$1,500 to \$2,000 per covered individual
- C. The premium payment schedule will be restructured from two tiers to three tiers. The three tiers will be employee only, employee plus one dependent and employee plus two or more dependents. The County will continue to pay the cost of employee only coverage.

3. GENERAL WAGE INCREASES

Base salary will be increased as follows:

- A. Effective pay period 2, June 24, 2006, salaries shall be increased by four (4) percent as a general wage adjustment.

- B. Effective pay period 16, January 6, 2007 salaries shall be increased by three (3) percent as a general wage adjustment.

- C. Effective pay period 12, November 10, 2007 salaries shall be increased by five (5) percent as a general wage adjustment.

206

D. Effective with pay period 12, November 8, 2008 salaries shall be increased by an additional 2.5% to 5% based on the change in the California CPI for urban wages earners and clerical workers for the period from July 2007 to June 2008.

E. Effective with pay period 12, November 7, 2009 salaries shall be increased by an additional 2.5% to 5% based on the change in the California CPI for urban wages earners and clerical workers for the period from July 2008 to June 2009.

4. SALARY EQUITY ADJUSTMENTS

Effective January 6, 2007, the following classifications will receive an equity adjustment

<i>Classification Title</i>	<i>Approximate % - Year 1 - 1/6/2007</i>	<i>Approximate % Year - 2 - 7/7/07</i>	<i>Approximate % Year - 3 - 7/5/06</i>
Assessor Map Supervisor		3.75	3.75
Auditor Controller	7.5	3.75	3.75
Treasurer Tax Collector	7.5	3.75	3.75
County Clerk Recorder Microfilm Supervisor	7.5	3.75	3.75
Sheriff Coroner Marshal	7.5		
District Attorney	7.5		

5. CAFETERIA PLAN

Effective January 1, 2008, the existing Management and Confidential Supplemental Compensation plan and the Retiree Life Insurance policy (\$25,000 coverage for retirees who retire with ten years or more of service) will be discontinued. These two programs will be replaced with a Cafeteria Plan. Each Management and Confidential employee will receive annually, for allocation within the Cafeteria Plan, an amount equal to the existing costs of the discontinued programs. For management employees the amount will be approximately \$2,100. For confidential employees the amount will be set by calculating the equivalent of 4% of grade 352, step 5, approximately \$2,600. Plan components and the IRS Cafeteria Plan Adoption Resolution will include, subject to the applicable provisions of law and the IRS rules and regulations, the following options: premium conversion, medical & dependent care flexible spending accounts, 401(k) contributions, cash, vacation buy-sell program and will allow employees to make personal contributions.

6. EMPLOYER MATCH FOR 401K PLAN/HEALTH REIMBURSEMENT ACCOUNT

Effective January 1, 2008, the employer will match one dollar for every four dollars in employee contributions made to a 401(k) account, up to a maximum employer contribution of \$750 per employee, per calendar year. The employer match will be paid into either the employee's 401(k) account or into the employee's Health Reimbursement Account (HRA). The employee will make an annual election as to which account any matching dollars will be paid into.

7. MEAL PER DIEM

Meal per diem without receipt:

- A. Breakfast \$10 (currently \$5 without a receipt, \$10 with)
- B. Lunch \$20 (currently \$8 without a receipt, \$15 with)

207

C. Dinner \$30 (currently \$15 without a receipt, \$25 with)

308

8. VISION INSURANCE

Reduce lock in/lock out period from two years to one year for the vision insurance effective with the open enrollment for the 2008 benefit year

9. PERSONAL PROPERTY LOSS POLICY

Personal property loss – requires police report and makes other language changes

10. EMPLOYER PAID MEMBER CONTRIBUTIONS

To clarify the payroll practice established December 17, 1999, that management, safety management, elected officials and confidential employees will continue to have seven (7) percent employer paid member contribution reported to CalPERS as special compensation.

11. AUTOMOBILE ALLOWANCE

The automobile allowance will be increased from \$5400 to \$6600 per year.

209

