

**MEMORANDUM
PERSONNEL DEPARTMENT
COUNTY OF PLACER**

To: Board of Supervisors
From: Nancy Nittler, Personnel Director
By: Becky Nelson, Personnel Services Manager
Date: May 27, 2008
Subject: Approve a Side Letter Agreement with Placer Public Employees' Organization implementing the Professional Unit Memorandum of Understanding for Probation Officers

Recommendation:

Approve the attached Side Letter Agreement with Placer Public Employees' Organization (PPEO) implementing the Professional Unit Memorandum of Understanding (MOU) for Probation Officers.

Background

On April 21, 2008, the Probation Officers elected the Placer Public Employees' Organization as their exclusive representative. On May 2, 2008, a meet and confer session was held with PPEO to discuss the implementation of the PPEO Professional MOU for the Probation Officers. This side letter is the result of that meeting. Some implementation issues arose related to timing and administrative concerns. This Side Letter accomplishes the goal of addressing the identified issues.

Fiscal Impact:

This Side Letter Agreement provides the necessary administration implementation provisions to shift the Probation Officer class series to the PPEO Professional Unit for payroll and benefit processing. The changes noted in the Side Letter, applicable to Deputy Probation Officer I & II, Senior Deputy Probation Officer, and Supervising Deputy Probation Officer, are administrative in nature and will not have an ongoing fiscal impact to the County.

**SIDE LETTER OF AGREEMENT
PLACER PUBLIC EMPLOYEES' ORGANIZATION (PPEO)**

This is intended to acknowledge that effective April 21, 2008 PPEO became the exclusive representative of the Probation Officer class series' which are now classifications within the Professional Unit. As a result, Probation Officer designated employees are subject to all ongoing and future provisions of the current PPEO Professional Unit Memorandum of Understanding (MOU), along with any applicable side letter agreements.

This Side Letter of Agreement is entered into between the County of Placer and the PPEO ("Parties") as a result of meeting and conferring on the implementation of the Professional Unit MOU provisions. The Parties mutually agree that:

Except as otherwise provided for in this Agreement, as of June 21, 2008, all rights, benefits, responsibilities and liabilities currently provided for under the provisions of the DSA MOU will be discontinued, and all rights, benefits, responsibilities and liabilities currently provided under the provisions of the PPEO Professional Unit MOU will be implemented.

With respect to the implementation of the PPEO Professional Unit 90%/10% health premium cost sharing formula, the Tahoe Rural Health Subsidy, part-time employee benefit tiers and the PERS retirement employer pick up contribution, the Probation employees will continue to receive these benefits as described in the consolidated MOU with the Placer County Deputy Sheriff's Association (DSA) until the earliest occurrence of one of the two following events, at which time the PPEO Professional Unit versions of these benefits will be implemented and the DSA versions discontinued: 1) the first full pay period in which the Probation employees obtain any general wage increase, equity adjustment, or the like; or 2) beginning pay period 12, November 8, 2008.

With respect to the Longevity pay formula, those Probation designated employees, who as of April 21, 2008, were eligible for and receiving 20 year and/or 10 year Longevity pay under the DSA MOU and Placer County Code section 3.12.060.B, will continue to receive said pay in a grandfathered status unless a different agreement is reached in the future. All other employees will follow the PPEO longevity provision.

With respect to the probationary period, any Probation Officer classification designated employee who begins a probationary period on or before the earliest occurrence of one of the two following events, will continue to serve the applicable probationary period as identified in the DSA MOU and Placer County Code Section 3.08.1050: 1) 30 days following the first full pay period in which the Probation employees obtain any general wage increase, equity adjustment, or the like; or 2) beginning pay period 12, November 8, 2008.

Administratively, the Probation Officer classifications will move from the DSA salary administration plan and onto the PPEO Professional salary administration plan at the occurrence of the earlier of one of the two following events: 1) the first full pay period in which the Probation employees obtain any general wage increase, equity adjustment, or the like; or 2) beginning pay period 12, November 8, 2008. In the event the change occurs on November 8, 2008, each employee will be placed on the PPEO Professional salary administration plan at a salary grade closest to the dollar amount, but not more than or less than; he/she is receiving at that time.

This agreement is the result of meeting and conferring between the parties and is a full understanding on the above matter. The parties also acknowledge that there may be other provisions that arise during this transition period and will be open to discussion and resolution. This Side Letter of Agreement supersedes any conflicting provisions contained in the Administrative Rules, the Placer County Code, and the PPEO MOU. This Side Letter of Agreement will be incorporated into the next negotiated Memorandum of Understanding between the Parties.

COUNTY OF PLACER

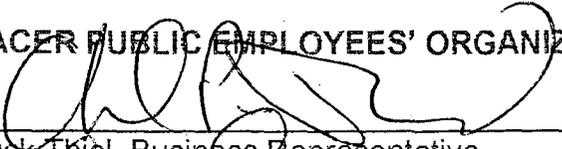
Jim Holmes, Chairman, Board of Supervisors

Date

Thomas Miller, County Executive Officer

Nancy Nittler, Personnel Director

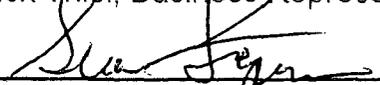
PLACER PUBLIC EMPLOYEES' ORGANIZATION



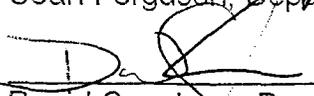
Chuck Thiel, Business Representative

5-16-08

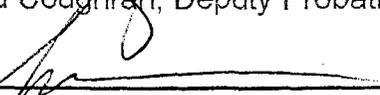
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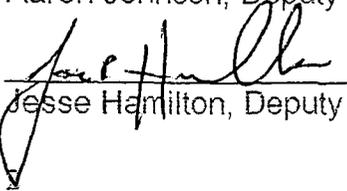
Sean Ferguson, Deputy Probation Officer Supervising - Field



David Coughran, Deputy Probation Officer Supervising - Field



Aaron Johnson, Deputy Probation Officer I - Field



Jesse Hamilton, Deputy Probation Officer Senior - Institutions

