

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

In the matter of: An ordinance amending the un-codified
Classified Service - Schedule of Classifications, Salary Plan
and Grade Ordinance for the Probation Officer Classification Series

Ordinance No.: _____

First Reading: 9-9-08

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 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, DOES
HEREBY ORDAIN AS FOLLOWS:**

The un-codified Classified Service- Schedule of Classifications, Salary Plan and Grade Ordinance are hereby amended as follows: (Additions to ordinance shown in bold and underline, deletions shown with strike-through.)

Section 1. That the un-codified Classified Service- Schedule of Classifications, Salary Plan and Grade Ordinance is hereby amended to read as follows:

CLASSIFIED SERVICE

ADMIN CODE	CLASSIFICATION TITLE	SALARY PLAN — APPENDIX	GRADE
14405	Deputy Probation Officer I - Institution	DSAS PROF	704 <u>200</u>
14406	Deputy Probation Officer I - Field	DSAS PROF	705 <u>201</u>
14407	Deputy Probation Officer II - Institution	DSAS PROF	705 <u>201</u>
14408	Deputy Probation Officer II - Field	DSAS PROF	706 <u>207</u>
14410	Deputy Probation Officer Senior - Institution	DSAS PROF	706 <u>207</u>
14411	Deputy Probation Officer Senior - Field	DSAS PROF	707 <u>219</u>
14412	Deputy Probation Officer Supervising - Institution	DSAS PROF	707 <u>219</u>
14413	Deputy Probation Officer Supervising - Field	DSAS PROF	709 <u>231</u>

Professional Salary Schedule - PROF

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
New code #	\$ amount				
	20.6903	21.7246	22.8110	23.9514	25.1492
200	<u>17.7286</u>	<u>18.6151</u>	<u>19.5458</u>	<u>20.5232</u>	<u>21.5493</u>
<u>201</u>	<u>19.8684</u>	<u>20.8619</u>	<u>21.9049</u>	<u>23.0002</u>	<u>24.1502</u>
202	21.1752	22.2342	23.3462	24.5134	25.7389
204	21.7246	22.8110	23.9514	25.1492	26.4071
206	22.2342	23.3462	24.5134	25.7389	27.0260
<u>207</u>	<u>22.7450</u>	<u>23.8823</u>	<u>25.0764</u>	<u>26.3302</u>	<u>27.6467</u>
208	22.8110	23.9514	25.1492	26.4071	27.7270
210	23.3462	24.5134	25.7389	27.0260	28.3774
212	23.9514	25.1492	26.4071	27.7270	29.1139
214	24.5134	25.7389	27.0260	28.3774	29.7965
216	25.1492	26.4071	27.7270	29.1139	30.5692
218	25.7389	27.0260	28.3774	29.7965	31.2859

219	26.1046	27.4098	28.7803	30.2193	31.7303
220	26.4071	27.7270	29.1139	30.5692	32.0980
222	27.0260	28.3774	29.7965	31.2859	32.8502
224	27.7270	29.1139	30.5692	32.0980	33.7031
226	28.3774	29.7965	31.2859	32.8502	34.4928
228	29.1139	30.5692	32.0980	33.7031	35.3882
230	29.7965	31.2859	32.8502	34.4928	36.2178
231	30.0202	31.5212	33.0972	34.7521	36.4897
232	30.5692	32.0980	33.7031	35.3882	37.1571
234	31.2859	32.8502	34.4928	36.2178	38.0284
236	32.0980	33.7031	35.3882	37.1571	39.0154
238	32.8502	34.4928	36.2178	38.0284	39.9298
240	33.7031	35.3882	37.1571	39.0154	40.9660
242	34.4928	36.2178	38.0284	39.9298	41.9265
244	35.3882	37.1571	39.0154	40.9660	43.0144
246	36.2178	38.0284	39.9298	41.9265	44.0231
248	37.1571	39.0154	40.9660	43.0144	45.1653
250	38.0284	39.9298	41.9265	44.0231	46.2238
252	39.0154	40.9660	43.0144	45.1653	47.4237
254	39.9298	41.9265	44.0231	46.2238	48.5350
256	40.9660	43.0144	45.1653	47.4237	49.7944
258	41.9265	44.0231	46.2238	48.5350	50.9619
260	43.0144	45.1653	47.4237	49.7944	52.2845
262	44.0231	46.2238	48.5350	50.9619	53.5102
264	45.1653	47.4237	49.7944	52.2845	54.8982
266	46.2238	48.5350	50.9619	53.5102	56.1858
268	47.4237	49.7944	52.2845	54.8982	57.6436
270	48.5350	50.9619	53.5102	56.1858	58.9952
272	49.7944	52.2845	54.8982	57.6436	60.5262

Section 2. That this ordinance shall be effective at the beginning of the first full pay period following adoption (September 13, 2008).

Section 3. That this ordinance amendment is adopted as an un-codified ordinance.

Agree 12321-1A
Approved Ord Intro
Rec'd 2008-260 + 2008-261



MEMORANDUM
OFFICE OF THE
COUNTY EXECUTIVE
COUNTY OF PLACER

TO: Honorable Board of Supervisors
FROM: Thomas M. Miller, County Executive Officer
Nancy Nittler, Personnel Director
By: Therese Leonard, Principal Management Analyst
DATE: September 9, 2008
SUBJECT: Amendment to the Memorandum of Understanding with the Placer Public Employee Organization Professional Unit for Probation Officer Classes

ACTION REQUESTED

It is recommended that 1) your Board approve the contract amendment to the current Memorandum of Understanding (MOU) with the Placer Public Employee Organization (PPEO) Professional Unit for Probation Officer classifications regarding salaries, benefits and rule changes beginning the first full pay period after adoption through June 30, 2011, and take the following additional action to implement certain provisions of the MOU Amendment: 2) adopt an un-codified salary ordinance amending the Probation Officer classification salaries, and 3) adopt two required CalPERS resolutions both implementing the employee retirement contribution at two different points in time.

BACKGROUND

Effective April 21, 2008 PPEO became the exclusive representative for "Probation Officer Classes", specifically Deputy Probation Officer I & II, Senior Deputy Probation Officer, and Supervising Deputy Probation Officer, within the Professional Unit. On May 27, 2008 your Board approved a Side Letter Agreement that provided implementation provisions to transfer the Probation Officer Classes to the PPEO Professional Unit for payroll and benefit processing. Unless otherwise provided for in the Side Letter, members of the Probation Officer Classes became subject to all rights, benefits, responsibilities and liabilities currently provided under the provisions of the PPEO Professional Unit MOU.

Your Board's negotiating team and the Placer Public Employee Organization (PPEO) negotiators have concluded discussions with a recommended agreement that amends the MOU for the Professional Bargaining Unit concerning Probation Officer Classes salaries and benefits covering a four-year contract term through June 30, 2011. The Probation Officer Classes have voted to ratify the amendment to the MOU and it is being submitted to your Board for final approval.

The amendment provides for a compensation package that will assist the County's recruitment efforts, encourages the retention of high-quality employees in a competitive labor market, and accomplishes a cost sharing for both health insurance premiums and retirement contributions. This

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amendment will bring Probation Officer Classes in line with the labor market as the employees have gone without a wage increase for about 20 months.

Salary, benefit and other provisions for Probation Officer Classes include the following:

- Deputy Probation Officer I – Institution salaries shall be increased by 5% for an internal equity adjustment effective the first full pay period after adoption.
- One-time payment of \$3,500 to employees hired on or before February 1, 2007, or \$1,000 to employees hired after February 1, 2007. This payment is available only to employees in active service with the County at the time of payout and will not be counted as income for PERS retirement purposes.
- Equity salary increases of 13% effective the first full pay period after adoption; and the following equity adjustments of 3% February 13, 2010; and 2% February 12, 2011.
- Effective November 2008 and November 2009, salaries will be increased by an additional 3.5 to 5% based on the change in the California CPI for urban wage earners and clerical workers as per the existing MOU for the balance of PPEO represented units.
- Health insurance premium cost sharing with employees paying 10% of the premium cost and capping the County's employer contribution to PERSCare.
- Employees will pay 2% of the 9% CalPERS employee retirement contribution effective February 13, 2010.
- Employees designated by the Sheriff and Chief Probation Officer to work an undercover assignment will receive 5% additional pay.
- Various personnel rule changes affecting probationary periods, sick leave use at retirement, part-time employee benefit tiers, Tahoe Rural Health Subsidy and other terms and conditions of employment.

Attached is the MOU amendment for the PPEO Professional Unit, the implementing salary ordinance, and the required CalPERS resolutions for the employee retirement contribution.

FISCAL IMPACT

This recommended action is projected to cost \$1.2 million in FY 2008-09. The estimated contract cost for subsequent years are projected to incrementally increase by \$616,699 (year 2) and \$335,597 (year 3). Actual costs may be lower or higher depending upon employee vacancy rates, future health insurance premium costs, PERS retirement rate changes and other factors.

In the development of the County's FY 2008-09 Final Budget, given that labor negotiations had not yet been completed, estimated funding was set aside to meet anticipated Probation Officer Classes salary and benefit adjustments. However, the Probation Department is expected to seek economies to offset costs in excess of this budgeted amount. If necessary, a budget revision to cover these costs will be brought to the Board for action later in the fiscal year.

Attachments:

Ordinance authorizing the County to amend the Memorandum of Understanding with the Professional Unit represented by PPEO and Exhibit A: Professional Unit MOU Amendment
CalPERS Employer Paid Member Contributions Resolutions

