



MEMORANDUM
OFFICE OF THE
COUNTY EXECUTIVE
COUNTY OF PLACER

TO: Honorable Board of Supervisors
FROM: Thomas M. Miller, County Executive Officer
DATE: January 12, 2010
SUBJECT: Floating Holidays and Leave Accruals for Management and Confidential Staff

ACTION REQUESTED

That your Board authorize the Auditor Controller and Personnel Departments to extend the floating holiday and accrual provisions provided in the County's Public Employees Relations Board (PERB) Agreement dated 9/15/09 to management and confidential employees as described in this staff report; these provisions supplement, and are in addition to, those benefits set out in Placer County Code Sections 3.04.810C and 3.12.030(2) and would be effective the pay period following approval.

BACKGROUND

The PERB Agreement dated September 15, 2009 pertains to the FY 2008-09 Mandatory Time Off (MTO) Program and contains the following terms that staff recommends is extended to management and confidential employees in addition to Placer Public Employees Organization employees:

1. Credit employees 4 hours of floating holiday for each 8 hours the employee was furloughed.
2. The first 8 hours of floating holiday will be credited to the 2010 calendar year.
3. Hours above 8 will be credited to the 2011 calendar year.
4. Accruals will be applied retroactively to the furlough days that staff took off during the 2008-09 MTO Program (includes sick and vacation leave and services hours).
 - a. Retroactive application will not be used to modify any actions taken prior to the Agreement that were made in reliance on leave balances or service hours as they existed at the time the actions were taken.
5. Employees must be employed with the County at the time the additional floating holiday hours are credited and used and retroactive accruals are applied.

These new provisions affecting floating holidays and accrual of vacation, sick leave and service hours, supplement those benefits provided by Placer County Code Sections 3.04.810C and 3.12.030(2), and to the extent that these new provisions may conflict with current ordinances, these new supplemental provisions shall be effective.

FISCAL IMPACT

It is the intent of the PERB Agreement that the additional floating holiday hours and any retroactive accruals will be budget neutral events and, as such, approval of this action will not result in additional costs to the County.