

**MEMORANDUM
PERSONNEL DEPARTMENT
COUNTY OF PLACER**

TO: Board of Supervisors
FROM: Nancy Nittler, Personnel Director 
BY: Ann Craig, Personnel Services Manager
DATE: March 16, 2010
SUBJECT: Adoption of Salary Ordinance to Clarify and Amend the Manner in which Compensation is reported to CalPERS

REQUESTED ACTION AND RECOMMENDATION:

It is recommended to approve the attached ordinance that re-characterizes and amends the manner in which compensation is reported to CalPERS effective pay period 22, March 27, 2010:

1. Amend Chapter 3.12.030 deleting hospital privileges pay and change board certified pay by corresponding amount.

BACKGROUND:

The California Public Employees Retirement System (CalPERS) governs the manner and types of compensation that are reported to CalPERS for earnings and service credit for retirement and actuarial determinations. As part of these regulations, CalPERS requires the adoption of salary ordinances by the governing legislative body.

Recently, while reviewing the salary schedules, ordinances and compensation for two retiring Health & Human Services physicians, CalPERS determined that hospital privileges pay was not eligible to be included for compensation calculations related to the retirement system as it has not been specifically identified by CalPERS as a special pay included in final compensation. As the County had represented to the affected physician employees that this special pay was includible compensation; a settlement agreement was reached by all the parties. The settlement provided that CalPERS will treat hospital privilege pay earned prior to April 1, 2010 as includible compensation but not after that date. In response to that agreement the County needs to adjust the manner by which compensation of physicians is reported to CalPERS such that the affected current employee physicians do not suffer a decrease in compensation. The attached salary ordinance reflects the elimination of hospital privileges pay and a corresponding change in board certification pay for the classifications of the Physician I/II, Chief Physician and the Director of HHS/County Health Officer. Importantly, these salary ordinance changes will have no net effect on current and future compensation for these classifications. The exact compensation reduction to the physicians by eliminating hospital privileges pay is offset by modifying board certified pay to achieve a zero increase in compensation. The salary and benefit ordinance change also includes modifications to update the document and eliminate out dated language.

Finally, equivalent changes will be made to the method of computing County contract employee physician pay such that hospital privileges pay is no longer a component of their compensation.

FISCAL IMPACT:

There is no fiscal impact. The proposed ordinance change will increase the board certification pay physician classifications but is completely offset by the elimination of hospital privileges pay.

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

In the matter of: An ordinance amending the Placer County Code, Chapter 3, 3.12.030 relating to Unclassified service – Salary and benefits notations.

Ordinance No.: _____

First Reading: _____

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:

That Placer County Code, Chapter 3, Section 3.12.030 is hereby amended as shown on the attached:
(Additions to ordinance shown in bold and underline, deletions shown with strike-through).

3.12.030 Unclassified service—Salary and benefits notations.

~~Thirty (30) percent pay differential for Child Psychiatrist specialization.~~

ADMIN. CODE	CLASSIFICATION TITLE
19502	Assessor/Map Supervisor *3
19503	Auditor—Controller *3
19825	Chief Physician *2
19505	County Clerk/Recorder/Microfilm Supervisor *3
19506	District Attorney *3
19107	Mosquito Abatement Program Supervisor *3
19108	Mosquito Abatement Technician *3
19131	Physician – I *3 2
19838	Physician – II *3 2
19509	Sheriff-Coroner-Marshal *3
19511	Treasurer—Tax Collector *3

*2. Physicians are eligible to receive the following additional compensation:
~~Ten (10) percent pay differential if the position is required to maintain active hospital privileges and agrees to provide standby coverage at the request of the county.~~

~~Ten (10)~~ **Twenty (20)** percent pay differential if the incumbent has one or more board certifications as recognized by the State Board of Quality Assurance **American Board of Medical Specialties, or an affiliated Board, and the California Medical Board** in a specialty or specialties that are relevant to the provision of county medical/psychiatric services.

Five percent pay differential if the incumbent is eligible for one or more board certifications as recognized by the State Board of Quality Assurance **American Board of Medical Specialties, or an affiliated Board, and the California Medical Board** in a specialty or specialties that are relevant to the provision of county medical/psychiatric services.

Five percent pay differential for the chief physician for supervision of the child psychiatrist(s).

Physicians hired as psychiatrists shall be eligible to receive either of the following compensation in addition to what is listed above.

Fifteen (15) percent pay differential for psychiatrist specialization.

Or

Thirty (30) percent pay differential for child psychiatrist specialization.

~~*3.a. Effective pay period 15, beginning 5:01 p.m., December 26, 2003, salaries shall be increased two percent.~~

~~b. Effective pay period 2, beginning 5:01 p.m., June 25, 2004, salaries shall be increased two and one half percent.~~

~~c. Effective pay period 2, beginning 5:01 p.m., June 24, 2005, salaries shall be increased four percent.~~

~~d. The elected official will receive the salary increases in the amounts and on the dates as specified in 3a, b, and c.~~

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