



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 *MM*
DATE: June 22, 2010
SUBJECT: Side Letter Agreement with the Placer Public Employee Organization

ACTION REQUESTED

It is recommended that your Board approve a side letter of agreement with the Placer Public Employee Organization (PPEO) General Unit and corresponding introduction of the implementing ordinance for adjustments to compensation and benefits.

BACKGROUND

On March 24, 2009, your Board accepted the Public Safety Dispatch Study which had been undertaken by a specialized consulting firm (MATRIX) to conduct an organization assessment of the Sheriff's Department Dispatch Services unit and provide recommendations to improve organizational effectiveness. At that time, your Board directed staff to work with the Sheriff's Office and the Personnel Department to develop a plan to implement the study recommendations. As well, your Board directed the Personnel Department and County Executive Office to engage in discussions with PPEO related to public safety dispatcher classifications and compensation.

Beginning in June 2009, meet and confer sessions with PPEO have been undertaken to discuss creation of classification specifications as recommended by the MATRIX study; to consider options for compensation to staff that provide training to public safety dispatchers; to discuss compensation and other benefit adjustments; and to consider potential impacts related to the consolidation of the Tahoe Public Safety Dispatch Center to the Auburn location.

Your Board's negotiating team and PPEO negotiators have concluded negotiations and have prepared a side letter agreement for the Board's consideration.

Specifically, the side letter of agreement provides for:

1. The elimination of a special certification pay of 2.5 % (Emergency Medical Dispatch certification pay) and a corresponding increase to the base hourly rate by 2.5%
2. Adjustment of the salaries for the public safety dispatch classification series of three (3) percent effective pay period seven (7) beginning August 28, 2010.
3. A salary differential of five percent (5%) of base salary to each employee in the classification of public safety dispatcher II who is assigned by the Sheriff to work as a dispatch trainer only during the time he/she is assigned dispatcher trainer responsibilities replacing the current method of compensation through work-out-of-class status.
4. Agreement to continue to pay the base rate in effect on June 30, 2010 to the two (2) Public Safety Dispatchers in Tahoe that have requested to voluntarily demote to other positions in the Tahoe unit through September 30, 2010.

FISCAL IMPACT

Approval of the side letter of agreement with the PPEO General Unit for the public safety dispatch classification series is expected to cost the Sheriff's Department an additional \$47,000 for salary and benefits in FY 2010-11. Additional costs of \$11,300 will also be realized in order to maintain the base rate for the two Tahoe dispatchers through September 30, 2010. Sheriff management has indicated that funding is available in the department budget to provide for these costs.

Attachments:

1. Side Letter of Agreement with PPEO General Unit
2. Ordinance for compensation & benefits adjustments
3. Ordinance to modify Chapter 3 related to salaries and benefits

**SIDE LETTER OF AGREEMENT
PLACER PUBLIC EMPLOYEES' ORGANIZATION (PPEO)
PUBLIC SAFETY DISPATCHERS SALARY AND BENEFITS**

This Side Letter of Agreement is entered into between the County of Placer and the PPEO ("Parties") as a result of meeting and conferring. The Parties mutually agree to the provisions contained herein which will become effective upon the first full pay period after adoption by the Board of Supervisors or on the date indicated:

1. EMERGENCY MEDICAL DISPATCH (EMD) CERTIFICATION

The elimination of a special certification pay of 2.5 % (Emergency Medical Dispatch certification pay) and a corresponding increase to the base hourly rate by 2.5%

2. MARKET RATE ADJUSTMENT

Effective pay period 7 beginning August 28, 2010, salaries of the following classifications shall be increased by three (3) percent for a market rate adjustment: public safety dispatcher I & II, supervising public safety dispatcher and dispatch services supervisor.

3. DISPATCH TRAINING PAY

The County shall pay a differential of five percent (5%) of base salary to each employee in the classification of public safety dispatcher II who is assigned by the Sheriff to work as a dispatch trainer. It shall be understood that the above described salary differential shall be paid to an employee only during the time he/she is assigned dispatcher trainer responsibilities. Payment of said differential to that employee shall cease at such time as the Sheriff shall terminate the dispatcher trainer responsibilities or reassign same to another employee. Note: Dispatch Training Pay will be paid in lieu of the current work out-of-class pay that employees receive for this function.

4. TAHOE PUBLIC SAFETY DISPATCH TRANSITION PAY

The two (2) Tahoe public safety dispatchers that officially requested demotions, that were subsequently accepted by the Sheriff's Department and will be effective on or before July 3, 2010, will continue to be paid their base pay rate in effect on June 30, 2010 through September 30, 2010.

Note: The class titles identified above are proposed as a result of the Public Safety Dispatch Study: senior public safety dispatcher (current) / supervising public safety dispatcher (new); and sheriff's communications services supervisor (current) / dispatch services supervisor (new). The new titles would become effective upon adoption by the Civil Service Commission and Board of Supervisors.

**SIDE LETTER OF AGREEMENT
PLACER PUBLIC EMPLOYEES' ORGANIZATION (PPEO)
PUBLIC SAFETY DISPATCHERS SALARY AND BENEFITS**

Signatures:

On behalf of the Placer Public Employees Association:

Jerry Kalmar, Business Manager

Madison Bland, President

Joan Bryant, Director of Public Employees

Chuck Theil, Business Representative

Clark Gelbach, President

On behalf of the County of Placer:

Adopted by the Placer County board of Supervisors on _____

Kirk Uhler, Chairman

Thomas Miller, County Executive Officer

Nancy Nittler, Personnel Director

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

In the matter of: An ordinance amending the Placer County Code, Chapter 3, 3.12.020 relating to the Classified 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 3.12.020 is hereby amended as shown on the attached:
(Additions to ordinance shown in bold and underline, deletions shown with strike-through).

3.12.020 Classified service—Salary and benefits notations.

15. The county shall pay a differential of five percent of base salary to each employee in the classification of deputy sheriff II who is assigned by the sheriff to work as a field training officer or as a jail training officer; provided that not more than twelve (12) employees shall receive the said five percent pay differential at any one time. Additionally, a differential of five percent of base salary to each employee in the classification of correctional officer II who is assigned by the sheriff to work as a jail training officer.

It shall be understood that the above described salary differential shall be paid to an employee only during the time he or she is assigned formal field training or jail training responsibilities. Payment of said differential to that employee shall cease at such time as the sheriff shall terminate the field training responsibilities or reassign same to another employee.

16. The County shall pay a differential of five percent (5%) of base salary to each employee in the classification of public safety dispatcher II who is assigned by the Sheriff to work as a dispatch trainer. It shall be understood that the above described salary differential shall be paid to an employee only during the time he/she is assigned dispatcher trainer responsibilities. Payment of said differential to that employee shall cease at such time as the Sheriff shall terminate the dispatcher trainer responsibilities or reassign same to another employee.

~~26. PPEO General and Professional Units Post Emergency Medical Dispatch Certificate—Compensation.~~

~~a. Effective pay period 15, December 24, 2004 at 5:01 p.m., eligible employees who possess and maintain a post-emergency medical dispatch certificate shall receive additional compensation of two and one-half percent of their base salary.~~

~~b. Eligible employees are permanent and probationary employees, both full-time and part-time, working in the following classifications:~~

- ~~— Public Safety Dispatcher I~~
- ~~— Public Safety Dispatcher II~~
- ~~— Senior Public Safety Dispatcher~~
- ~~— Supervising Public Safety Dispatcher~~

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 classification of Public Safety
Dispatcher I, Public Safety Dispatcher II, Public Safety
Dispatcher Senior and Sheriff's Communication Supervisor.

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 the Classified Service – Schedule of Classifications, Salary Plan and Grade Ordinance are hereby
amended as follows:

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Section 1. That the Classified Service – Schedule of Classifications, Salary Plan and Grade Ordinance is here by amended to read as follows:

JOB CODE	CLASSIFICATION TITLE	SALARY ADMIN PLAN	GRADE
16425	Public Safety Dispatcher I	GNRL	67 <u>71</u>
16426	Pubic Safety Dispatcher II	GNRL	79 <u>83</u>
16428	Public Safety Dispatcher – Senior	GNRL	94 <u>95</u>
16430	Sheriff's Communication Supervisor	GNRL	403 <u>107</u>

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
<u>71</u>	<u>\$21.3240</u>	<u>\$22.3897</u>	<u>\$22.3897</u>	<u>\$22.3897</u>	<u>\$25.9191</u>
<u>83</u>	<u>\$23.5093</u>	<u>\$24.6846</u>	<u>\$24.6846</u>	<u>\$24.6846</u>	<u>\$28.5759</u>
<u>95</u>	<u>\$25.9191</u>	<u>\$27.2148</u>	<u>\$27.2148</u>	<u>\$27.2148</u>	<u>\$31.5048</u>
<u>107</u>	<u>\$28.5759</u>	<u>\$30.0052</u>	<u>\$30.0052</u>	<u>\$30.0052</u>	<u>\$34.7343</u>

Section 2. That this ordinance shall be effective Pay Period seven (7) beginning August 28, 2010.

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