***Submit completed worksheet to:***

*Siskiyou County Clerk, 311 Fourth St., Rm 201, Yreka, CA 96097*

# **Agenda Worksheet**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Regular** | **[x]**  |  | **Time Requested:** |  | **Meeting Date:** | **April 19, 2022** |
| ***OR*** |
| **Consent** | **[ ]**  |  |
| **Contact Person/Department:** | **Melissa Cummins, Deputy CAO – Personnel/Risk** | **Phone:** | **530.842.8017** |
| **Address:** | **1312 Fairlane Road, Yreka, CA 96097** |
| **Person Appearing/Title:** | **Melissa Cummins, Deputy CAO – Personnel and Risk Management Officer** |
| **Subject/Summary of Issue:** |
| The County Administrator’s Office respectfully requests approval by the Board of Supervisors of a resolution for the Memorandum of Understanding (MOU) between the County of Siskiyou and Siskiyou County Peace Officers Association. This MOU supersedes the prior memorandum of understanding. The following is a summary of the major changes in the new agreement:1. Classification Title Changes:
	* Correctional Officer I to Correctional Deputy Trainee
	* Correctional Officer II to Correctional Deputy
	* Correctional Officer III to Correctional Corporal
2. Job Class Specification Changes – Various changes including updating titles and adding peace officer status for all classes.
3. Salary Increases:
	* Range adjustments based on new salary steps effective May 15, 2022.
	* 2% increase in base rate of pay effective May 14, 2023.
	* 2% increase in base rate of pay effective May 12, 2024.
4. Uniform Allowance: Increase to $ 44.00 per pay period.
5. Holiday-In-Lieu: 7% of base hourly rate of pay in lieu of any other form of holiday compensation.
6. Catastrophic Leave: Transition to an employee to employee direct donation on an hour for hour basis with no pool management by County.
7. Health & Dental Insurance:
	* Effective June 1, 2022 County will contribute 100% of Region 1 CalPERS Gold Health premium plus 100% of monthly dental premium.
	* Effective plan year 2023 County will contribute 95% of Region 1 CalPERS Gold Health premium plus 95% of monthly dental premium.
	* Effective plan year 2024 County will contribute 90% of Region 1 CalPERS Gold Health premium plus 90% of monthly dental premium.
	* Effective plan year 2025 County will contribute 85% of Region 1 CalPERS Gold Health premium plus 90% of monthly dental premium.
8. Vision Insurance: County will provide vision insurance for employees and their families.
9. Retiree Medical:
	* County will contribute 50% of Region 1 CalPERS Platinum, minus the Minimum Employer Contribution, plus $ 25.00 per month for dental coverage for employees hired prior to April 19, 2022 who retire.
10. Wellness Benefit: Remove annual benefit of $ 300.00.
11. Deferred Compensation: Change the deferred compensation to a per pay period County match of $ 19.00.
12. Disability Insurance: Eliminate short term and long-term disability coverage on December 31, 2022.
13. Numerous language cleanups to ensure compliance with various regulations.
14. Term: April 19, 2022 through September 21, 2024.
 |
| **Financial Impact:** |
| **NO** | [ ]  | *Describe why no financial impact:*       |
| **YES** | [x]  | *Describe impact by indicating amount budgeted and funding source below* |
| Amount: |   |  |  |  |  |
| Fund:  | See Attached |  | Description: |       | Org.: |  | Description: |       |
| Account: |       |  | Description: |       |  |
| Activity Code:  |       |  | Description: |       |  |
| Local Preference: YES [ ]  NO [ ]  |
| For Contracts – *Explain how vendor was selected:*       |
|       |
| Additional Information: |       |
|       |
| **Recommended Motion:** |
| 1. Adopt resolution regarding the amended Memorandum of Understanding by and between the County of Siskiyou and Siskiyou County Peace Officers Association effective April 19, 2022.
2. Approve updates to job class specifications for Correctional Deputy Trainee, Correctional Deputy, Correctional Corporal and Correctional Sergeant.
3. Adopt resolution amending the Siskiyou County Salary Schedule as outlined in the attached resolution.
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| **Reviewed as recommended by policy:** |  | ***Special Requests*:** |
| County Counsel |       |  |  |
|  |  |  | *Certified Minute Order(s)* |       | *Quantity:* |       |
| Auditor |       |  |  |  |  |  |
|  |  |  |  |  |  |
| Personnel |       |  | *Other:* |       |
| CAO |       |  |       |

***NOTE: For consideration for placement on the agenda, the original agenda worksheet and backup material must be submitted directly to the Board Clerk (after reviewing signatures have been obtained) by 10:00 a.m. on the Monday the week prior to the Board Meeting.*** Revised 8/09/2021