***Submit completed worksheet to:***

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

# **Agenda Worksheet**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Regular** | **[x]**  |  | **Time Requested:** |  | **Meeting Date:** | **May 17, 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 recommends approval of the attached resolution for the Memorandum of Understanding (MOU) between the County of Siskiyou and Operating Engineers Local Union No. 3 (OE3). This MOU supersedes the prior memorandum of understanding and completes negotiations.The following is a summary of the major changes in the new agreement:1. Salary Increases:
	* Range adjustments based on new salary ranges effective June 12, 2022.
	* 3% increase in base rate of pay effective June 11, 2023.
	* 3% increase in base rate of pay effective June 09, 2024.
	* 2% increase in base rate of pay effective June 8, 2025.
	* Addition of Step 7 (2.5%) after 12 months at Step 6.
2. Rural Area Premium Pay: 5% Branch Assignment Premium pay for employees assigned to Forks of Salmon district.
3. Call Back: Increase from 2 hours to 3 hours.
4. Health & Dental Insurance:
	* Following adoption of the MOU the 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.
5. Vision Insurance: Effective July 1, 2022 the County will provide continue providing vision insurance for employees and their families at no cost to the employee.
6. Retiree Medical: County will contribute 50% of employee only Region 1 CalPERS Platinum, minus the Minimum Employer Contribution, for employees hired prior to January 1, 2020 who retire.
7. Retiree Dental:
	* Employees hired prior to January 1, 2022 - $ 25.00 per month employee cost.
	* Employees hired after December 31, 2021 - $ 25.00 per month employee cost for employee only.
8. Disability Insurance: Eliminate short term and long-term disability coverage on December 31, 2022.
9. Life Insurance: Increase to $ 50,000 coverage per employee.
10. Numerous language cleanups to ensure compliance with various regulations.
11. Term: May 17, 2022 through September 27, 2025
 |
| **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 Memorandum of Understanding by and between the County of Siskiyou and Operating Engineers Local No. 3 (OE3) effective May 17, 2022.
2. 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