***Submit completed worksheet to:***

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

# **Agenda Worksheet**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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| **Regular** | |  | | | |  | | **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** |  | | *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:* | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Additional Information: | | | | | | | | |  | | | | | | | | | | | | | | | | | | |
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| **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. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **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