***Submit completed worksheet to:***

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

# **Agenda Worksheet**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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| **Regular** | |  | | | |  | | **Time Requested:** | | | | | | **5 Minutes** | | | | | | **Meeting Date:** | | | | **September 6, 2022** | | | |
| ***OR*** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Consent** | | | |  | |  | | | | | | | | | | | | | | | | | | | | | |
| **Contact Person/Department:** | | | | | | | | | | | | | **Melissa Cummins, Deputy CAO – Personnel/Risk** | | | | | | | | | | **Phone:** | | | **530.842.8017** | |
| **Address:** | | | | | **1312 Fairlane Road, Suite 1, 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 resolutions for the Memorandum of Understanding (MOU) between the County of Siskiyou and Organized Employees of Siskiyou County – Professional Unit. This MOU supersedes the prior memorandum of understanding.  The following is a summary of the major changes in the new agreement:   1. Salary Increases:    * Range adjustments of 3% plus salary schedule cleanup effective October 2, 2022    * Increase of 4% effective October 1, 2023    * Additional of Step 7 effective December 24, 2023. 2. Standby Pay: Change to $ 55.00 per assigned shift. 3. Administrative Leave: Increase to 56 hours per calendar year with the ability to cash out up to 40 hours. 4. Health & Dental Insurance:    * Effective November 1, 2022, County will contribute 100% of Region 1 CalPERS Gold Health premium plus 100% of the monthly dental premium.    * Effective plan year 2023 County will contribute 95% of Region 1 CalPERS Gold Health premium plus 95% of the monthly dental premium.    * Effective plan year 2024 County will contribute 90% of Region 1 CalPERS Gold Health premium plus 90% of the monthly dental premium.    * Effective plan year 2025 County will contribute 85% of Region 1 CalPERS Gold Health premium plus 85% of the monthly dental premium. 5. Vision Insurance: Effective November 2022 the County provides vision insurance at no cost to employees. 6. Retiree Medical:    * County will contribute 50% of Region 1 CalPERS Platinum, minus the Minimum Employer Contribution (MEC) for employees before January 1, 2020 who retire.    * Employees hired after September 1, 2020 will receive the MEC. 7. Retiree Dental:    * Employees hired before January 1, 2022 who retire will receive dental coverage for $ 25.00 per month.    * Employees hired after December 31, 2021 who retire will receive dental coverage for the employee only at a cost of $ 25.00 per month. 8. Life Insurance: Increase to $ 50,000 per employee. 9. Changes in short-term and long-term disability Insurance coverage. 10. Deferred Compensation: Effective 10/02/2022 the County will provide $ 70.00 per pay period to the employees’ designated deferred compensation program. The County will match $ 50.00 to the employees’ designated deferred compensation program. 11. Numerous language cleanups to ensure compliance with various regulations. 12. Term: October 2, 2022 through February 5, 2024. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **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 Organized Employees of Siskiyou County – Professional Unit effective October 2, 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