***Submit completed worksheet to:***

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

# **Agenda Worksheet**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Regular** | **[x]**  |  | **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 – Management 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 at least 6% effective October 2, 2022
	* Increase of 3% effective October 1, 2023
	* Increase of 1% effective September 29, 2024
2. Standby Pay: Change to $ 55.00 per day.
3. Holiday-in-Lieu: 7% for Communications Dispatch Coordinator and Jail Food Service Manager.
4. Administrative Leave: Increase to 56 hours with ability to cash-out up to 40 hours each year.
5. 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.
6. Vision Insurance: Effective November 2022 the County will provide vision insurance for employees and their families at no cost to the employee.
7. Retiree Medical:
	* County will contribute 50% of Region 1 CalPERS Platinum, minus the Minimum Employer Contribution (MEC), for employees hired prior to September 2, 2020 who retire.
	* Employees hired after September 1, 2020 will receive the MEC.
8. Retiree Dental:
	* Employees hired prior to 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 cover for the employee only at a cost of $ 25.00 per month.
9. Life Insurance: Increase to $ 50,000 per employee.
10. Short Term and Long Term Disability Insurance: Eliminate short term and long-term disability coverage on June 24, 2023.
11. Deferred Compensation: Effective 09/14/2025 the County will provide $ 25.00 per pay period with a match required by the employee.
12. Numerous language cleanups to ensure compliance with various regulations.
13. Term: October 2, 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 Organized Employees of Siskiyou County – Management Unit effective October 2, 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