***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 the Deputy Sheriffs’ Association. This MOU supersedes the prior memorandum of understanding. The following is a summary of the major changes in the new agreement:1. Salary Increases:
	* Effective October 2, 2022 – 8.0%
	* Effective October 1, 2023 – 2.0%
2. POST Pay – Increase to 5% for Intermediate and 5% for Advanced POST certificates.
3. Special Assignment Pay: Maximum of 5% per employee.
4. Rural Area Premium Pay: 5% of their base rate of pay for employees assigned to Butte Valley or Happy Camp.
5. Uniform Allowance: Change to $ 44.00 per pay period.
6. Holiday-in-lieu: 7% of the base hourly rate of pay in lieu of any other form of holiday compensation.
7. Health & Dental Insurance:
	* County will contribute 100% of the Laborers Northern California Health and Welfare Trust Special Plan III monthly premium.
	* Effective plan year 2023 County will contribute 95% of the Laborers Northern California Health and Welfare Trust Special Plan III monthly 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.
8. Retiree Medical:
	* County will contribute 50% of Region 1 CalPERS Platinum, minus the Minimum Employer Contribution (MEC) for employees hired before October 2, 2022 who retire.
	* Employees hired after October 2, 2022 will receive the MEC.
9. 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.
10. Life Insurance: Increase to $ 50,000 per employee.
11. Changes in short-term and long-term disability Insurance coverage.
12. Numerous language cleanups to ensure compliance with various regulations.
13. Term: October 2, 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 Memorandum of Understanding by and between the County of Siskiyou and Deputy Sheriffs’ Association 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