

AGENDA TRANSMITTAL FORM

To: Board of Supervisors

tax matters

Date: 5/28/15

From: James Rooney

Phone Ext. 454

(Department Head - please type)

Department Head Signature *James Rooney*

- | | |
|-------------------------------------|----------------|
| <input type="checkbox"/> | Regular Agenda |
| <input checked="" type="checkbox"/> | Consent Agenda |
| <input type="checkbox"/> | Blue Slip |
| <input type="checkbox"/> | Closed Session |

Meeting Date Requested:
6/9/15

Agenda Title: SECURED ROLL CORRECTIONS

Summary: (Provide detailed summary of the purpose of this item; attach additional page if necessary)
REQUEST FOR APPROVAL OF ROLL CORRECTIONS WHICH EXCEED 50% OF THE ORIGINAL VALUE OR A DECREASE OF \$150,000 OR MORE. APN 023-400-050-000, 032-090-020-000 & 033-050-002-000.

Recommendation/Requested Action:

APPROVE

Fiscal Impacts (attach budget transfer form if appropriate)

Staffing Impacts

Is a 4/5ths vote required?

Yes

No

Contract Attached:

Yes

No

N/A

Resolution Attached:

Yes

No

N/A

Ordinance Attached

Yes

No

N/A

Comments:

Committee Review?

N/A

Name _____

Committee Recommendation: _____

Request Reviewed by:

Chairman *[Signature]*

Counsel *CG*

Auditor *JOR*

GSA Director *Hop*

CAO *OK*

Risk Management *[Signature]*

Distribution Instructions: (Inter-Departmental Only, the requesting Department is responsible for distribution outside County Departments)

Assessor's Office; Auditor

FOR CLERK USE ONLY

Meeting Date June 9, 2015 Time 9 a.m. Item # 2A

Board Action: Approved Yes ___ No ___ Unanimous Vote: Yes ___ No ___

Ayes: _____ Resolution _____ Ordinance _____ Other: _____

Noes _____ Resolution _____ Ordinance _____

Absent: _____ Comments: _____

Distributed on _____

A new ATF is required from _____

I hereby certify this is a true and correct copy of action(s) taken and entered into the official records of the Amador County Board of Supervisors.

Completed by _____

Department _____

ATTEST: _____

For meeting _____

Clerk or Deputy Board Clerk

of _____

County of AMADOR
ASSESSOR ROLL CORRECTION

Asmt 023-400-050-100 Tax Year 2014 R/C # A1188 Roll Type S Fee Parcel 023-400-050-000 Originating Asmt 023-400-050-000 From TRA 052-086 New TRA 052-086

R&T 1 4831B R&T 2 Taxroll Asmt Only Y Value History N

Roll Value	New Value	Sup From Net	Sup To Net
Land	111,476		
Structure	53,800		
Growing			
PP MH			
Fixtures R/P			
Fixtures			
Personal Property			
HOX			
Other Exemptions			
Net Change			Supl Change
			-57,676

Owner COOK MICHAEL
Mailing Address 7378 HANSEN DR
DUBLIN CA 94568

Supl Info

10 % PP Penalty N
Restricted N
Timber Preserve N
5151 Interest N
506 Interest N

Event From/Thru Dates [] []
Ownership From/Thru Dates [] []

506/5151 From/Thru Dates
From 1 [] From 2 [] Thru []

TaxBill Days 83
R/C Date May 20, 2015
Created By YM

Print R/C Wks C
Print R/C Letter P
R/C Completed C

Appraiser [] [] [] []
Supv Appr [] [] [] []
Chief Appr [] [] [] []

Asmt Clerk [] [] [] []
Off Mgr [] [] [] []

Situs 26079 MEADOW DR

Bill Comments PROP 8 VALUE CORRECTION

Assessor Signature [] Date []
Auditor Signature [] Date []
County Counsel Signature [] Date []

County of AMADOR
ASSESSOR ROLL CORRECTION

Asmt 032-090-020-000 Tax Year 2014 R/C # A1215 Roll Type S Fee Parcel 032-090-020-000 Originating Asmt 032-090-020-000 From TRA 052-086 New TRA 052-086

R&T 1 170 R&T 2 Value History Y Taxability Code

Roll Value	New Value	Sup From Net	Sup To Net	Supl Change
Land	95,021			
Structure	208,975			
Growing				
PP MH				
Fixtures R/P				
Fixtures				
Personal Property				
HOX	7,000			
Other Exemptions				
CODE	Net Change			-173,449

Owner PRICE LARRY L
Mailing Address 27960 HOLIDAY LN
PIONEER CA 95666

Supl Info

10 % PP Penalty N
 Restricted N
 Timber Preserve N
 5151 Interest N
 506 Interest N

Event From/Thru Dates
 Ownership From/Thru Dates
 506/5151 From/Thru Dates From 1 Thru

TaxBill Days Print R/C Wks C
 R/C Date May 21, 2015 Print R/C Letter C
 Created By TM R/C Completed C

Appraiser Initials _____ Date _____
 Supv Appr Initials _____ Date _____
 Chief Appr Initials _____ Date _____

Asmt Clerk Initials _____ Date _____
 Off Mgr Initials _____ Date _____

Situs 27960 HOLIDAY LN

Bill Comments DISASTER RELIEF FOR FIRE DAMAGE
7/1/14 TO 6/30/15

Assessor Signature *[Signature]* Date 5/21/15 Auditor Signature *[Signature]* Date 6/1/15
 County Counsel Signature *[Signature]* Date _____

County of AMADOR
ASSESSOR ROLL CORRECTION

Asmt	032-090-020-000	Tax Year	2013	R/C #	A1214	Roll Type	S	Fee Parcel	032-090-020-000	Originating Asmt	032-090-020-000	From TRA	052-086	New TRA	052-086
R&T 1	170	R&T 2				Taxroll Asmt Only	N	Value History	Y	Taxability Code					

Roll Value	New Value	Sup From Net	Sup To Net	Supl Change
Land	79,184			
Structure	174,146			
Growing				
PP MH				
Fixtures R/P				
Fixtures				
Personal Property				
HOX	7,000			
Other Exemptions				
CODE	Net Change			-144,541

Owner PRICE LARRY L
27960 HOLIDAY LN
Mailing Address PIONEER CA 95666

Supl Info

10 % PP Penalty	N
Restricted	N
Timber Preserve	N
5151 Interest	N
506 Interest	N

Event From/Thru Dates: [] []
Ownership From/Thru Dates: [] []
506/5151 From/Thru Dates: From 1 [] Thru []

TaxBill Days: 122
R/C Date: May 21, 2015
Created By: TM

Print R/C Wks: C
Print R/C Letter: C
R/C Completed: C

Appraiser: [] [] Date: [] []
Supv Appr: [] [] Date: [] []
Chief Appr: [] [] Date: [] []

Asmt Clerk: [] [] Date: [] []
Off Mgr: [] [] Date: [] []

Situs: 27960 HOLIDAY LN

Bill Comments: DISASTER RELIEF FOR FIRE DAMAGE
3/1/14 TO 6/30/14

Assessor Signature: [Signature] Date: 5/21/15
Auditor Signature: [Signature] Date: 6/1/15
County Counsel Signature: [Signature] Date: 6/1/15

County of AMADOR
ASSESSOR ROLL CORRECTION

Asmt: 033-050-002-000 Tax Year: 2013 R/C #: A1216 Roll Type: S Fee Parcel: 033-050-002-000 Originating Asmt: 033-050-002-000 From TRA: 052-002 New TRA: 052-002

R&T 1: 170 R&T 2: Value History: Y Taxability Code: Taxroll Asmt Only: N

Roll Value	New Value	Sup From Net	Sup To Net	Supl Info
Land	58,863			Event From/Thru Dates
Structure	255,043			Ownership From/Thru Dates
Growing				506/5151 From/Thru Dates
PP MH				From 1
Fixtures R/P				From 2
Fixtures				Thru
Personal Property				
HOX				
Other Exemptions				
Net Change	-190,984			

Owner: JOHNSTON GEORGE R & SUZANNE S TRUST
Mailing Address: 145 GIL BLAS RD DANVILLE CA 94526

Suppl Info: 10 % PP Penalty: N, Restricted: N, Timber Preserve: N, 5151 Interest: N, 506 Interest: N

TaxBill Days: 91, R/C Date: May 21, 2015, Created By: TM

Print R/C Wks: C, Print R/C Letter: C, R/C Completed: C

Situs: 27134 COLUMBIA DR

Bill Comments: DISASTER RELIEF FOR FIRE DAMAGE 4/1/14 TO 6/30/14

Appraiser: _____ Date: _____
Supv Appr: _____ Date: _____
Chief Appr: _____ Date: _____

Asmt Clerk: _____ Date: _____
Off Mgr: _____ Date: _____

Assessor Signature: _____ Date: _____
Auditor Signature: _____ Date: _____
County Counsel Signature: _____ Date: _____

County of AMADOR
 ASSESSOR ROLL CORRECTION

Asmt Tax Year R/C # Roll Type Fee Parcel Originating Asmt From TRA New TRA

R&T 1 R&T 2 Value History Taxability Code

Roll Value	New Value	Sup From Net	Sup To Net
Land	59,130		
Structure	256,200		
Growing			
PP MH			
Fixtures R/P			
Fixtures			
Personal Property			
HOX			
Other Exemptions			
Net Change	-192,141	Supl Change	

Owner JOHNSTON GEORGE R & SUZANNE S TRUST
 Mailing Address 145 GIL BLAS RD
 DANVILLE CA 94526

Situs 27134 COLUMBIA DR

Bill Comments DISASTER RELIEF FOR FIRE DAMAGE 4/18/14
 7/1/14 TO 12/8/14

Supl Info

10 % PP Penalty Event From/Thru Dates

Restricted Timber Preserve

5151 Interest Ownership From/Thru Dates

506 Interest 506/5151 From/Thru Dates From 1 From 2 Thru

TaxBill Days Print R/C Wks

R/C Date Print R/C Letter

Created By R/C Completed

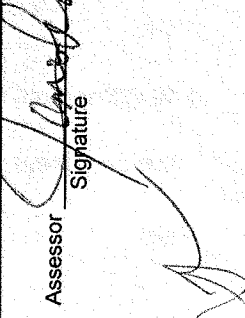
Appraiser Initials Date

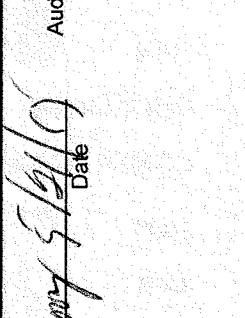
Supv Appr Initials Date

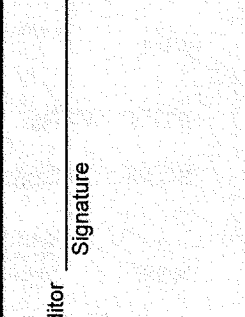
Chief Appr Initials Date

Asmt Clerk Initials Date

Off Mgr Initials Date

Assessor  Date

Auditor  Date

County Counsel  Date

AGENDA TRANSMITTAL FORM

<input type="checkbox"/>	Regular Agenda
<input checked="" type="checkbox"/>	Consent Agenda
<input type="checkbox"/>	Blue Slip
<input type="checkbox"/>	Closed Session
Meeting Date Requested:	
06/09/15	

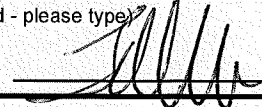
To: **Board of Supervisors**

Date: May 29, 2015

Resol.

From: Jim McHargue, REHS
(Department Head - please type)

Phone Ext. 546

Department Head Signature 

Agenda Title: Exemption from State Mandatory Commercial Organics Recycling

Summary: (Provide detailed summary of the purpose of this item; attach additional page if necessary)

As a rural county, Amador County can be exempted from the State's Mandatory Commercial Organics Recycling regulation that would require food waste to be collected and processed. The attached resolution will affirm our choice to utilize the exemption and therefore not be subject to the requirement.

Recommendation/Requested Action:

Authorize Chair to sign resolution for submission to CalRecycle

Fiscal Impacts (attach budget transfer form if appropriate)

Staffing Impacts

None

Is a 4/5ths vote required?

Yes

No

Contract Attached:

Yes

No

N/A

Resolution Attached:

Yes

No

N/A

Ordinance Attached

Yes

No

N/A

Comments:

Committee Review?

N/A


Name Public Works

Committee Recommendation:

Request Reviewed by:

Chairman 

Counsel GC

Auditor 

GSA Director 

CAO 

Risk Management 

Distribution Instructions: (Inter-Departmental Only, the requesting Department is responsible for distribution outside County Departments)

Waste Management

FOR CLERK USE ONLY

Meeting Date June 9, 2015

Time 9 a.m.

Item # 3A

Board Action: Approved Yes ___ No ___ Unanimous Vote: Yes ___ No ___

Ayes: _____ Resolution _____ Ordinance _____ Other: _____

Noes _____ Resolution _____ Ordinance _____

Absent: _____ Comments: _____

Distributed on

A new ATF is required from

I hereby certify this is a true and correct copy of action(s) taken and entered into the official records of the Amador County Board of Supervisors.

Completed by

Department

ATTEST: _____

For meeting

Clerk or Deputy Board Clerk

of

Save



AMADOR COUNTY COMMUNITY DEVELOPMENT AGENCY
WASTE MANAGEMENT & RECYCLING

PHONE: (209) 223-6429

FAX: (209) 223-6395

WEBSITE: www.amadorgov.org

EMAIL: PublicWorks@amadorgov.org

COUNTY ADMINISTRATION CENTER • 810 COURT STREET • JACKSON, CA 95642-2132

TO: Board of Supervisors

FROM: Jim McHargue, Director of Solid Waste/Air Pollution Control Officer

DATE: May 28, 2015

RE: **Exemption from State Mandatory Commercial Organics Recycling**

Assembly Bill 1826 mandates the collection and recycling of organic waste by businesses. The new Mandatory Commercial Organics Recycling regulation, promulgated by the California Department Resources, Recovery and Recycling (CalRecycle), requires all businesses in California that generate a specified amount of organic waste per week must recycle organic waste materials. In addition, the new regulation requires that jurisdictions implement an organics recycling program for businesses by January 1, 2016; and implement education, outreach, and monitoring activities and report annually to CalRecycle.

However, the Rural County Representatives of California, Environmental Services Joint Powers Authority (RCRC, ESJPA) was successful in gaining an exemption for small rural counties. The attached resolution is an affirmation of Amador County's choice to utilize the exemption and therefore not be subjected to the Mandatory Commercial Organics Recycling requirement. The five incorporated cities in Amador County have all authorized similar resolutions for exemption from the requirements.

One of the primary purposes of the new state organics regulation is to reduce greenhouse gas generation from food waste buried in landfills. Amador County does not have the food waste collection and recycling infrastructure or access to food waste processing facilities nearby. Collection of food waste for recycling would be a significant cost to the rate payers at this time. Amador County has a franchise waste hauler that provides green waste collection and recycling; and a privately owned and operated composting and mulching facility that recycles green waste. This exemption will not impact either of these two operations and they will continue to provide green waste recycling options to the county.

RECOMMENDED ACTION:

Authorize the attached resolution for submission to CalRecycle.

Attachment
Draft resolution

**BEFORE THE BOARD OF SUPERVISORS OF THE
COUNTY OF AMADOR, STATE OF CALIFORNIA**

IN THE MATTER OF:

A RESOLUTION OPTING TO AFFIRM)
AN EXEMPTION FROM THE) RESOLUTION NO. 15-XXX
REQUIREMENTS OF MANDATORY)
COMMERCIAL ORGANICS RECYCLING)

WHEREAS, Amador County is committed to meeting its solid waste diversion requirements through program implementation of its Source Reduction and Recycling Element of its Integrated Waste Management Plan; and,

WHEREAS, Assembly Bill (AB) 1826 (Chesbro, 2014) was signed into law and requires businesses that generate a specified amount of organic waste per week to arrange for recycling services for that organic waste in a specified manner beginning April 1, 2016; and,

WHEREAS, AB 1826 requires that jurisdictions implement an organics recycling program for businesses by January 1, 2016, that includes education, outreach, and monitoring activities and reporting annually to the Department of Resources Recycling and Recovery (CalRecycle).

WHEREAS, AB 1826 defines a rural county as a county that has a total population of less than 70,000 persons and includes a provision that allows the board of supervisors of a rural county to adopt a resolution exempting the county from the requirements of Section 1, Chapter 12.9 of the Public Resources Code (commencing with Section 42649.8) Recycling of Organic Waste, based upon findings as to the purpose and need for the exemption; and,

WHEREAS, a business located in a rural jurisdiction that is exempted pursuant to paragraph (2) of subdivision (a) of Section 42649.82 is not required to recycle organics.

WHEREAS, there are 19 counties in California with populations of less than 70,000 persons, which collectively represent 1.4% of the statewide waste stream; and,

WHEREAS, Amador County has a population of 36,742 persons as of the U.S. Census Bureau's most current population estimates; and,

WHEREAS, Amador County does not have the existing infrastructure, composting or anaerobic facilities, with the capacity to economically handle all the organic waste produced within the county; and,

WHEREAS, with the amounts of organic waste generated in Amador County and the distance to accessible processing facilities, it is not economically feasible for the County to require organics diversion at this time; and,

WHEREAS, with the amounts of organic waste generated in Amador County it is not currently economically feasible to build sustainable processing facilities necessary to handle all the organic waste produced within the county; and,

WHEREAS, Amador County is committed to continue to pursue economically feasible alternatives for organics management; and,

WHEREAS, Amador County is committed to encourage businesses to reduce and recycle organics materials; and,

WHEREAS, noting in this resolution is intended to change or impact, in any way, the green waste collection, transportation, processing, composting, mulching and recycling already existing and occurring within the County; and,

WHEREAS, CalRecycle determines the state's progress toward reducing the disposal of organic waste; and,

WHEREAS, if the statewide disposal of organic waste is not decreased to half of the level disposed in 2014, on or after January 1, 2020, this exemption shall become inoperative, unless the department determines that ending rural exemptions will not result in a significant reduction of the disposal of organic waste.

THEREFORE, BE IT RESOLVED that the Board of Supervisors of Amador County hereby chooses to exempt the County from the requirements of SECTION 1, Chapter 12.9 of the Public Resources Code (commencing with Section 42649.8) Recycling of Organic Waste.

BE IT FURTHER RESOLVED that the Board of Supervisors reserves the right to rescind this resolution at any time prior to the sunset date of January 1, 2020.

The foregoing resolution was duly passed and adopted by the Board of Supervisors of the County of Amador at a regular meeting thereof, held on the XX day of June 2015, by the following vote:

AYES:

NOES:

ABSENT:

Chairman, Board of Supervisors

ATTEST:

JENNIFER BURNS, Clerk of the
Board of Supervisors, Amador County,
California

Deputy

AGENDA TRANSMITTAL FORM

Resol

<input type="radio"/>	Regular Agenda
<input checked="" type="radio"/>	Consent Agenda
<input type="radio"/>	Blue Slip
<input type="radio"/>	Closed Session
Meeting Date Requested:	
06/09/2015	

To: **Board of Supervisors**
Date: 06/02/2015

From: Chuck Iley Phone Ext. x490
(Department Head - please type)

Department Head Signature *CIley*

Agenda Title: Salaries and Fringe Benefits for Management Employees

Summary: (Provide detailed summary of the purpose of this item; attach additional page if necessary)

Effective July 1, 2015 all employees are being offered the option of a reduced work schedule (voluntary reduction of hours) of 156.6 hours per month. Previous employee elections will remain in effect unless otherwise requested prior to July 1, 2015.

Employees may work a 36 hour work week
 Employees may work 72 hours every two weeks (40 hours one week and 32 hours the next week).
 Employee's seniority, benefits and leave accruals will not be affected

Recommendation/Requested Action:
Adopt Resolution

Fiscal Impacts (attach budget transfer form if appropriate)	Staffing Impacts
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Is a 4/5ths vote required? Yes <input type="radio"/> No <input checked="" type="radio"/>	Contract Attached: <input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> N/A
Committee Review? Name _____ N/A <input type="checkbox"/>	Resolution Attached: <input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A
Committee Recommendation: _____	Ordinance Attached: <input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> N/A
	Comments: _____

Request Reviewed by:

Chairman *[Signature]* Counsel *GG*
 Auditor *JOR* GSA Director *HOP*
 CAO _____ Risk Management *[Signature]*

Distribution Instructions: (Inter-Departmental Only, the requesting Department is responsible for distribution outside County Departments)
Human Resources, Auditor _____

FOR CLERK USE ONLY

Meeting Date <u>June 9, 2015</u>	Time <u>9 a.m.</u>	Item # <u>3B</u>
Board Action: Approved Yes ___ No ___	Unanimous Vote: Yes ___ No ___	
Ayes: _____	Resolution _____	Ordinance _____
Noes _____	Resolution _____	Ordinance _____
Absent: _____	Comments: _____	Other: _____

Distributed on _____	A new ATF is required from _____	I hereby certify this is a true and correct copy of action(s) taken and entered into the official records of the Amador County Board of Supervisors.
Completed by _____	Department _____ For meeting _____ of _____	
		ATTEST: _____ Clerk or Deputy Board Clerk

**BEFORE THE BOARD OF SUPERVISORS OF THE
COUNTY OF AMADOR, STATE OF CALIFORNIA**

IN THE MATTER OF:

RESOLUTION RELATIVE TO)
SALARIES AND FRINGE BENEFITS)
FOR MANAGEMENT EMPLOYEES)

RESOLUTION NO. 15-xxx

BE IT RESOLVED that this resolution is being adopted to reflect the following change:

- Effective July 1, 2015 all employees are being offered the option of a reduced work schedule (voluntary reduction of hours) of 156.6 hours per month. Previous employee elections will remain in effect unless otherwise requested prior to July 1, 2015.
 - Employees may work a 36 hour work week
 - Employees may work 72 hours every two weeks (40 hours one week and 32 hours the next week).
 - Employee's seniority, benefits and leave accruals will not be affected
 - Employees who elect to take the reduced workweek must remain on the reduced workweek until June 30, 2016

Classifications	Monthly Salaries	Voluntary Reduction of Hours (156.6 per mo.)
Agricultural Commissioner	\$8,101	\$7,291
*Agricultural Commissioner/Air Pollution Control Officer	\$9,001	\$8,101
County Surveyor/Chief Deputy Registrar of Voters	\$7,952	\$7,157
Community Development Director	\$9,935	\$8,942
County Counsel	\$11,576	\$10,418
Director of Solid Waste/Air Pollution Control Officer	\$8,602	\$7,742
District Attorney, Chief Assistant	\$11,012	\$9,911
General Services Administration Director	\$9,577	\$8,619
Health and Human Services Director	\$11,446	\$10,301
Human Resources Director	\$8,858	\$7,972
Information Technology Director	\$9,163	\$8,247
Probation Officer, Chief	\$11,446	\$10,301
Public Services Director	\$7,037	\$6,333
Undersheriff	\$11,446	\$10,301
Veterans Services Officer	\$5,759	\$5,183

* If Air Pollution Control Officer Classification is assigned to the Agricultural Commissioner, the pay will reflect a 10% increase (see Agricultural Commissioner/Air Pollution Control Officer)

TERMS AND CONDITIONS

1. Employees herein serve at the pleasure of the Board of Supervisors with the exception of the Chief Probation Officer, who is appointed and removed by the presiding judge; the County Counsel, who is appointed by the Board of Supervisors to a four-year term; and the Undersheriff, whose tenure is discussed in paragraph 3.B below. These employees shall adhere to all policies and procedures applicable to other County management employees.
2. Personnel covered by this resolution are required to devote the appropriate amount of time at their place of work, either in the office or at other sites, necessary to complete the responsibilities and duties of their positions.
3. **Voluntary Reduced Work Schedule:** Effective July 1, 2015, employees have the option to continue their voluntary reduced work schedule of 156.6 hours per month, request a voluntary reduced work schedule of 156.6 hours or rescind their previous request for a voluntary reduced work schedule. Employee's seniority, benefits and leave accruals will not be affected.
4. Personnel covered by this resolution are required to devote the appropriate amount of time at their place of work, either in the office or at other sites, necessary to complete the responsibilities and duties of their positions.
5. The following terms and conditions apply only to the position of Undersheriff:
 - A. The salary shall be equal to or above the salary established for the position of Captain.
 - B. The Undersheriff's employment shall begin upon his/her effective date of appointment and shall terminate upon the appointing Sheriff's leaving office for any reason and a new Sheriff taking office. The Undersheriff's position shall automatically terminate without notice or hearing upon the appointing Sheriff's leaving office and his/her successor taking office. Any Undersheriff whose employment terminates as a result of the appointing Sheriff's leaving office shall have bumping rights to any position in the Sheriff's Office, including the highest position which was previously held before becoming the Undersheriff at the appropriate step based upon the duration of the Undersheriff's length of County employment in all positions within the Sheriff's Office.
 - C. The Undersheriff shall be required at the time of his/her appointment to have all of the professional qualifications of the Sheriff.
 - D. The Undersheriff shall act as the Chief Deputy of the Sheriff and as the Executive Officer of the Sheriff's Office working under the direction and control of the Sheriff.
 - E. The Undersheriff shall be an at-will employee serving at the pleasure of the Sheriff. He/She shall adhere to all policies and procedures applicable to other County management employees and if, in the opinion of the Board of Supervisors, the Undersheriff violates any said policy and/or procedure creating the probability of substantial County liability and the Sheriff fails to impose appropriate discipline on the Undersheriff, the Board of Supervisors may discipline the Undersheriff up to, and including, termination of the Undersheriff without notice or hearing. The Board of Supervisors shall not have the right to discipline the Undersheriff for any other reason.
6. The following terms and conditions apply only to the position of Chief Probation Officer:
 - A. The salary shall be equal to the current established salary and any future adjustments to the salary for the position of the Undersheriff.

BENEFIT PACKAGE

7. **Retirement Program:** Employees herein shall receive the same Public Employees' Retirement System program offered through the County (Local Safety Members for Undersheriff and Chief Probation Officer, Local Prosecutors for Chief Assistant District Attorney, and Local Miscellaneous Members for all other unit members), as such programs may be amended from time to time. The Employer Paid Member Contribution (EPMC) shall be as follows:
 - A. The EPMC shall be 1% for all employees except for the Undersheriff, the Chief Probation Officer, and the Chief Assistant District Attorney. For those employees, the EPMC shall be 3%.
 - B. Effective July 1, 2014, the EPMC for members of the Board of Supervisors shall be 4% (Board Members will be paying 3% of their CalPERS Member Contributions) and effective July 1, 2015 EPMC shall be 1% (Board Members will be paying an additional 3% of their CalPERS Member Contributions, for a total CalPERS Member Contribution by Board Members of 6%).
 - C. Effective January 1, 2013 all employees hired as new employees according to PERS regulations shall pay one-half of the normal cost as determined by CalPERS.
 - D. The reduction in EPMC listed above shall not apply to other employees whose benefits are the equivalent of those provided to Management members, such as the County Administrative Officer, or to elected officials, unless specifically adopted by contract or resolution dated after the effective date of this Resolution.

8. **Health Insurance:** Employees herein shall be eligible for the same group health insurance programs provided to the County's General Unit bargaining group except for the Undersheriff and the Chief Probation Officer, who shall be eligible for the same group health insurance programs provided to the County's law enforcement bargaining units.
 - A. The County will pay the cost of health, vision, dental, and life insurance for all Management employees and their dependent.
 - B. A cash payment of \$506.82 per month shall be paid to all Management employees in lieu of major medical insurance benefits, provided, however, that employee must have on file with the Auditor an affidavit confirming that other major medical insurance has been obtained.
 - C. Management employees retiring from County service shall be granted the right to continue participation in the group health insurance programs provided for active Management employees, to the extent said insurance programs allow, **at the retired employee's expense.**

9. **Sick Leave:** Employees herein shall accrue eight (8) hours paid leave of absence for illness or injury to the employee or the employee's minor children for every 174 hours of service, which accrual shall be credited monthly. For employees on a voluntary reduced work schedule of 156.6 hours per month they will accrue 8 hours sick leave per month.
 - A. Unused sick leave shall accrue from year to year.
 - B. Upon retirement only, an employee who has accrued a minimum of 500 sick leave hours **may**, upon request of the employee, be paid in cash for one-half of the number of accrued sick leave hours up to a maximum payoff of 500 hours, with the balance of unused sick leave going toward PERS service credit.

10. **Vacation Leave**: Employees herein shall earn and accrue paid vacation leave in accordance with the following provisions (all other terms and conditions shall be the same as the County's General bargaining group):
- A. Vacation leave shall be earned and accrued at the rate of sixteen (16) hours of vacation leave for every 174 hours of service. For employees on a voluntary reduced work schedule of 156.6 hours per month, they will accrue sixteen (16) hours of vacation for every 156.6 hours worked.
 - B. Employees will only be allowed to carry over a two (2) year vacation accrual maximum. Accrual of vacation leave shall cease when the maximum amount of vacation leave allowed has accrued and been unused by the employee, but shall recommence when the unused balance of an employee's vacation leave is below the maximum allowed accrual.
 - C. An employee may elect to be paid off in cash (up to 40 hours only); provided, however, that the criteria outlined in the Amador County Policies and Procedures Manual (#2-230) has been met.
11. **Holiday Leave**: Management employees will receive the same paid holiday leave as the County's General Unit bargaining group with the exception of the Undersheriff, Chief Probation Officer and Chief Assistant District Attorney. For employees taking the voluntary reduced work schedule of 156.6 hours per month, they will be paid eight (8) hours of holiday pay. Any difference in the number of hours used on that holiday can be taken from vacation leave. If vacation leave is not available, employees will be docked the difference in pay
12. **Employee Wellness Program**: The County agrees to provide up to \$100.00 per calendar year cost reimbursement to **non-smoking** Management employees who participate in an organized fitness program or organized weight-reduction program.

EFFECTIVE DATE

13. **Effective Date**. The effective date of changes for this Resolution shall be July 1, 2015.

The foregoing resolution was duly passed and adopted by the Board of Supervisors of the County of Amador at a regular meeting thereof, held on the 9th day of June, 2015 by the following vote:

AYES: Brian Oneto, John Plasse, Richard M. Forster, Louis D. Boitano,
and Lynn Morgan

NOES:
ABSENT:

Chairman, Board of Supervisors

ATTEST:
JENNIFER BURNS, Clerk of the
Board of Supervisors, Amador County,
California

Deputy

AGENDA TRANSMITTAL FORM

<input type="radio"/> Regular Agenda
<input checked="" type="radio"/> Consent Agenda
<input type="radio"/> Blue Slip
<input type="radio"/> Closed Session
Meeting Date Requested: 06/09/2015

To: **Board of Supervisors**
 Date: 06/02/2015

Resol

From: Chuck Iley
 (Department Head - please type)

Phone Ext. x490

Department Head Signature *CIley*

Agenda Title: Salaries and Fringe Benefits for Mid Management Employees

Summary: (Provide detailed summary of the purpose of this item; attach additional page if necessary)

Effective July 1, 2015 all employees are being offered the option of a reduced work schedule (voluntary reduction of hours) of 156.6 hours per month. Previous employee elections will remain in effect unless otherwise requested prior to July 1, 2015.

Employees may work a 36 hour work week
 Employees may work 72 hours every two weeks (40 hours one week and 32 hours the next week).
 Employee's seniority, benefits and leave accruals will not be affected

Recommendation/Requested Action:
Adopt Resolution

Fiscal Impacts (attach budget transfer form if appropriate)

Staffing Impacts

Is a 4/5ths vote required? Yes No

Contract Attached: Yes No N/A
 Resolution Attached: Yes No N/A
 Ordinance Attached: Yes No N/A

Committee Review? Name _____ N/A

Committee Recommendation: _____

Comments: _____

Request Reviewed by:

Chairman *[Signature]*
 Auditor *JOR*
 CAO _____

Counsel *GG*
 GSA Director *Hop*
 Risk Management *[Signature]*

Distribution Instructions: (Inter-Departmental Only, the requesting Department is responsible for distribution outside County Departments)

Human Resources, Auditor _____

FOR CLERK USE ONLY

Meeting Date June 9, 2015 Time 9 a.m. Item # 3C

Board Action: Approved Yes ___ No ___ Unanimous Vote: Yes ___ No ___
 Ayes: _____ Resolution _____ Ordinance _____ Other: _____
 Noes _____ Resolution _____ Ordinance _____
 Absent: _____ Comments: _____

Distributed on _____
 Completed by _____
 Department _____
 For meeting _____
 of _____

I hereby certify this is a true and correct copy of action(s) taken and entered into the official records of the Amador County Board of Supervisors.
 ATTEST: _____
 Clerk or Deputy Board Clerk

**BEFORE THE BOARD OF SUPERVISORS OF THE
COUNTY OF AMADOR, STATE OF CALIFORNIA**

IN THE MATTER OF:

RESOLUTION RELATIVE TO SALARIES AND FRINGE) RESOLUTION NO. 15-xxx
BENEFITS FOR MID-MANAGEMENT EMPLOYEES)

BE IT RESOLVED that this resolution is being adopted to reflect the following change:

- Effective July 1, 2015 all employees are being offered the option of a reduced work schedule (voluntary reduction of hours) of 156.6 hours per month. Previous employee elections will remain in effect unless otherwise requested prior to July 1, 2015.
 - Employees may work a 36 hour work week
 - Employees may work 72 hours every two weeks (40 hours one week and 32 hours the next week).
 - Employee's seniority, benefits and leave accruals will not be affected
 - Employees who elect to take the reduced workweek must remain on the reduced workweek until June 30, 2016

Classifications	Monthly Salaries	Voluntary Reduction of Hours (156.6 per mo.)
Animal Control Director	\$6,856	\$6,170
Assistant Assessor	\$6,826	\$6,143
Assistant Auditor-Controller	\$7,729	\$6,956
Assistant County Counsel (vacant)	\$10,410	\$9,369
Chief Building Official (vacant)	\$6,995	\$6,296
Chief Deputy Clerk/Recorder Local Registrar of Births & Deaths	\$7,952	\$7,157
Chief Deputy Treasurer/Tax Collector	\$5,972	\$5,375
County Librarian	\$7,743	\$6,969
Deputy Director of Behavioral Health (Fiscal and Administrative Services)	\$7,425	\$6,683
Deputy Director of General Services Administration (vacant)	\$8,618	\$7,756
Deputy Director of Public Works Projects (vacant)	\$8,286	\$7,457
Deputy Director of Social Services (Finance/Facilities/Administration) (vacant)	\$7,425	\$6,683
Deputy Director of Social Services (Social Services Agency Programs) (vacant)	\$7,520	\$6,768
Director of Environmental Health	\$7,882	\$7,094
Health Services Director (vacant)	\$9,478	\$8,530
GSA County Government Support Services Director (vacant)	\$8,001	\$7,201
OES Coordinator (vacant)	\$5,754	\$5,179
Planning Director	\$8,655	\$7,790
Public Works Maintenance Superintendent (vacant)	\$7,254	\$6,529
Psychiatrist (vacant)	\$19,013	\$17,112
Social Services Director (vacant)	\$9,822	\$8,840

TERMS AND CONDITIONS

1. Employees herein identified serve at the pleasure of their respective Agency/Department Head or Elected Official, with the concurrence of the CAO. However, in the event of a proposed action that could result in demotion, reduction in hours, loss of pay, or termination, the concurrence of the Board of Supervisors shall be required if either the department head or the employee requests same. Such request(s) shall be made in writing within seven (7) working days of written notice of the proposed action.
2. Personnel covered by this resolution are required to devote the appropriate amount of time at their place of work, either in the office or at other sites, necessary to complete the responsibilities and duties of their positions.
3. With the exception of the OES Coordinator, Mid-Management employees are *exempt* from the Fair Labor Standards Act (FLSA) as it relates to wages and overtime requirements. Exempt employees are not eligible for overtime. The OES Coordinator is covered by the FLSA as it relates to wages, overtime, record keeping, and equal pay standards.

BENEFIT PACKAGE

4. **Voluntary Reduced Work Schedule:** Effective July 1, 2015, employees have the option to continue their voluntary reduced work schedule of 156.6 hours per month, request a voluntary reduced work schedule of 156.6 hours or rescind their previous request for a voluntary reduced work schedule. Employee's seniority, benefits and leave accruals will not be affected.
5. **Retirement Program:** Employees herein shall receive the same Public Employees' Retirement System program offered to the County's General bargaining group; as such program may be amended from time to time. The Employer Paid Member Contribution (EPMC) shall be as follows:
 - A. The EPMC shall be 1% for all Classic employees in this unit.
 - B. Effective January 1, 2013 all employees hired as new employees according to PERS regulations shall pay one-half of normal cost as determined by CalPERS.
6. **Health Insurance:** Employees herein shall be eligible for the same group health insurance programs provided to the County's General Unit bargaining group.
 - A. Mid-Management employees retiring from County service shall be granted the right to continue participation in the group health insurance programs provided for active Mid-Management employees, to the extent said insurance programs allow, *at the retired employee's expense.*
 - B. For full-time Mid-Management employees, a cash payment of \$466.10 shall be paid to all Mid-Management employees in lieu of major medical insurance other than the County's, after proof of other major medical insurance has been obtained. The County shall retain the remainder of the premium it otherwise would have paid to that employee. If the employee waives all benefits except life insurance, the cash total is \$506.10.
7. **Sick Leave:** Employees herein shall accrue sick leave at the same rate as the County's General Unit bargaining group as follows:

- A. Regular full-time and regular part-time employees shall earn and accrue paid sick leave in regular increments each pay period of employment up to a maximum of 96 hours per year.
- B. For employees on a voluntary reduced work schedule of 156.6 hours per month, they will accrue 8 hours sick leave per month up to a maximum of 96 hours per year.
- C. Unused sick leave shall accrue from year to year.
- D. Upon retirement only, an employee who has accrued a minimum of 500 sick leave hours may, upon request of the employee, be paid in cash for one-half of the number of accrued sick leave hours up to a maximum payoff of 500 hours, with the balance of unused sick leave going toward PERS service credit.

8. **Vacation Leave**: Employees herein shall earn and accrue paid vacation leave in accordance with the following provisions (All other terms and conditions shall be the same as the County's General bargaining group):

- A. **Years 1-9**: For the first through the ninth continuous years of service, vacation leave shall be earned and accrued at the rate of eight (8) hours of vacation leave for every 130.5 hours of service, which accrual shall be credited monthly. For employees on a voluntary reduced work schedule of 156.6 hours per month, they will accrue eight (8) hours of vacation leave for every 117.45 hours of service, which accrual will be credited monthly.
- B. **Years 10 Plus**: For the tenth and succeeding continuous years of service, vacation leave shall be earned and accrued at the rate of eight (8) hours of vacation leave for every 99.43 hours of service, which accrual shall be credited monthly. For employees on a voluntary reduced work schedule of 156.6 hours per month, they will accrue eight (8) hours of vacation leave for every 89.49 hours of service, which accrual shall be credited monthly.
- C. Employees will only be allowed to carry over a two (2) year vacation accrual maximum. Accrual of vacation leave shall cease when the maximum amount of vacation leave allowed has accrued and been unused by the employee, but shall recommence when the unused balance of an employee's accrued vacation leave is below the maximum allowed accrual.
- D. An employee may elect to be paid off in cash (up to 40 hours only); provided, however, that the criteria outlined in the Amador County Policies and Procedures Manual (Policy #2-230) has been met. An employee may elect to be paid off once a year at the end of the calendar year or at the end of the fiscal year.

9. **Holiday Leave**: Mid-Management employees will receive the same paid holiday leave as the County's General bargaining group. For employees taking the voluntary reduced work schedule of 156.6 hours per month, they will be paid eight (8) hours of holiday pay. Any difference in the number of hours used on that holiday can be taken from vacation leave. If vacation leave is not available, employees will be docked the difference in pay.

10. **Professional Leave**: Mid-Management Classifications listed below shall accrue up to five (5) days of professional leave each calendar year at the rate of 8 hours of professional leave for every 417.6 hours of service, credited monthly. For employees on a voluntary reduced work schedule of 156.6 hours per month, they will accrue up to five (5) days of professional leave each calendar year at a rate of 8 hours of professional leave for every 375.84 hours of service, credited monthly, subject to the following conditions:

- A. An employee may accrue professional leave up to a maximum amount equal to twice their current annual professional accrual rate. Accrual of professional leave shall cease when the maximum amount of professional leave allowed has accrued and been unused by the

employee, but shall recommence when the unused balance of an employee's accrued professional leave is below the maximum allowed accrual.

- B. Part-time employees will have the leave pro-rated based on the numbers of hours worked.
- C. If an eligible employee separates from County employment, said employee will not be paid in cash for any unused professional leave. However, if an eligible employee moves to another County employment classification which has no professional leave, said employee will be paid off in cash.
- D. An employee is required to have such leave approved by their agency/department head.
- E. An employee must prepare written documentation supporting their professional development leave and its relationship to their position.
- F. This leave is not intended to preclude the normal assignment of training or professional development hours required by the position and compensated as a normal part of expected functions.
- G. Eligible Classifications: Assistant County Counsel, Health Services Director and Deputy Director of Public Works Projects
- H. The purpose for this Professional Leave shall be to provide additional time for eligible employees to continue education as required to maintain necessary professional development levels.

11. **Employee Wellness Program:** The County agrees to provide up to \$100.00 per calendar year cost reimbursement to non-smoking Mid-Management employees who participate in an organized fitness program or organized weight-reduction program.

EFFECTIVE DATE

Effective Date. The effective date of changes for this Resolution shall be July 1, 2015.

The foregoing resolution was duly passed and adopted by the Board of Supervisors of the County of Amador at a regular meeting thereof, held on the 9th day of June, 2015 by the following vote:

AYES: Brian Oneto, John Plasse, Richard M. Forster, Louis D. Boitano,
and Lynn Morgan

NOES: None

ABSENT: None

Chairman, Board of Supervisors

ATTEST:
JENNIFER BURNS, Clerk of the
Board of Supervisors, Amador County,
California

Deputy

AGENDA TRANSMITTAL FORM

<input type="radio"/> Regular Agenda <input checked="" type="radio"/> Consent Agenda <input type="radio"/> Blue Slip <input type="radio"/> Closed Session Meeting Date Requested: 06/09/2015

To: Board of Supervisors
 Date: 06/02/2015

Resal

From: Chuck Iley
(Department Head - please type)

Phone Ext. x490

Department Head Signature *Chick*

Agenda Title: Salaries and Fringe Benefits for Confidential Employees

Summary: (Provide detailed summary of the purpose of this item; attach additional page if necessary)
 Effective July 1, 2015 all employees are being offered the option of a reduced work schedule (voluntary reduction of hours) of 156.6 hours per month. Previous employee elections will remain in effect unless otherwise requested prior to July 1, 2015.

 Employees may work a 36 hour work week
 Employees may work 72 hours every two weeks (40 hours one week and 32 hours the next week).
 Employee's seniority, benefits and leave accruals will not be affected

Recommendation/Requested Action:
Adopt Resolution

Fiscal Impacts (attach budget transfer form if appropriate) _____
 Staffing Impacts _____

Is a 4/5ths vote required? Yes No

Contract Attached: Yes No N/A
 Resolution Attached: Yes No N/A
 Ordinance Attached: Yes No N/A

Committee Review? Name _____ N/A

Committee Recommendation: _____

Comments: _____

Request Reviewed by:
 Chairman *[Signature]* Counsel _____
 Auditor *GOR* GSA Director *Hop*
 CAO _____ Risk Management *[Signature]*

Distribution Instructions: (Inter-Departmental Only, the requesting Department is responsible for distribution outside County Departments)
 Human Resources, Auditor _____

FOR CLERK USE ONLY

Meeting Date June 9, 2015 Time 9 a.m. Item # 3D

Board Action: Approved Yes ___ No ___ Unanimous Vote: Yes ___ No ___
 Ayes: _____ Resolution _____ Ordinance _____ Other: _____
 Noes _____ Resolution _____ Ordinance _____
 Absent: _____ Comments: _____

Distributed on _____
 Completed by _____
 A new ATF is required from _____
 Department _____
 For meeting _____
 of _____

I hereby certify this is a true and correct copy of action(s) taken and entered into the official records of the Amador County Board of Supervisors.
 ATTEST: _____
 Clerk or Deputy Board Clerk

**BEFORE THE BOARD OF SUPERVISORS OF THE
COUNTY OF AMADOR, STATE OF CALIFORNIA**

IN THE MATTER OF:

RESOLUTION REGARDING) RESOLUTION NO. 15-xxx
SALARIES AND FRINGE BENEFITS)
FOR CONFIDENTIAL EMPLOYEES)

BE IT RESOLVED that this resolution is being adopted to reflect the following change:

- Effective July 1, 2015 all employees are being offered the option of a reduced work schedule (voluntary reduction of hours) of 156.6 hours per month. Previous employee elections will remain in effect unless otherwise requested prior to July 1, 2015.
 - Employees may work a 36 hour work week
 - Employees may work 72 hours every two weeks (40 hours one week and 32 hours the next week).
 - Employee's seniority, benefits and leave accruals will not be affected
 - Employees who elect to take the reduced workweek must remain on the reduced workweek until June 30, 2016

Pay ranges for non-exempt classifications are as set forth below:

Range	Classification	Step A	Step B	Step C	Step D	Step E	10 yr	15 yr	20 yr
1077	Administrative Assistant II	15.35	16.11	16.92	17.77	18.65	19.12	19.60	20.09
1861	Administrative Legal Secretary	23.19	24.34	25.56	26.84	28.18	28.89	29.61	30.35
1675	Administrative Supervisor (SO)	21.33	22.40	23.52	24.69	25.93	26.58	27.24	27.92
2136	Clerk Of the Board	25.94	27.23	28.59	30.02	31.52	32.31	33.12	33.95
1185	Deputy Board Clerk I	16.43	17.25	18.11	19.02	19.97	20.47	20.98	21.50
1351	Deputy Board Clerk II	18.09	18.99	19.94	20.94	21.98	22.53	23.10	23.68
1578	Deputy Board Clerk III	20.36	21.38	22.45	23.57	24.75	25.37	26.00	26.65
1582	Finance Technician (DA)	20.40	21.42	22.50	23.62	24.80	25.42	26.06	26.71
1741	Human Resource Technician	21.99	23.09	24.24	25.46	26.73	27.40	28.08	28.78
2214	Paralegal (CC)	26.72	28.05	29.46	30.93	32.48	33.29	34.12	34.97
1755	Payroll Specialist I	22.13	23.24	24.40	25.62	26.90	27.57	28.26	28.97
2068	Payroll Specialist II	25.26	26.52	27.84	29.24	30.70	31.47	32.25	33.06
2116	Human Resource Specialist	25.74	27.03	28.38	29.80	31.29	32.07	32.87	33.69
1705	Records Manager	21.63	22.71	23.85	25.04	26.29	26.95	27.62	28.31
2412	Senior Administrative Analyst	28.70	30.14	31.64	33.22	34.89	35.76	36.65	37.57

Pay ranges for exempt classifications are as set forth below:

Range	Classification	Step A	Step B	Step C	Step D	Step E	10 yr	15 yr	20 yr
3418	Deputy County Counsel I	38.76	40.70	42.73	44.87	47.11	48.29	49.50	50.74
3806	Deputy County Counsel II	42.64	44.77	47.01	49.36	51.83	53.12	54.45	55.81
4230	Deputy County Counsel III	46.88	49.22	51.69	54.27	56.98	58.41	59.87	61.36
2955	Human Resource Administrative/ Risk Manager	34.13	35.84	37.63	39.51	41.49	42.52	43.59	44.68
2092	Executive Assistant	25.50	26.78	28.12	29.52	31.00	31.77	32.57	33.38
2868	Budget Analyst	33.26	34.92	36.67	38.50	40.43	41.44	42.47	43.54

TERMS AND CONDITIONS

1. Employees herein identified serve at the pleasure of their respective Agency/Department Head or Elected Official, with the concurrence of the CAO. However, in the event of a proposed action that could result in demotion, reduction in hours, loss of pay, or termination, the concurrence of the Board of Supervisors shall be required if either the department head or the employee requests same. Such request(s) shall be made in writing within seven (7) working days of written notice of the proposed action.
2. Confidential employees are covered by the Fair Labor Standards Act (FLSA) as it relates to wages, overtime (based upon hours worked in excess of a regularly scheduled 8-hour workday or 40 hours per week), record keeping, and equal pay standards, with the exception of the following classifications:
 - A. Budget Analyst
 - B. Deputy County Counsel I
 - C. Deputy County Counsel II
 - D. Deputy County Counsel III
 - E. Executive Assistant
 - F. Human Resource Administrative/Risk Manager
3. The exempt employees listed in #2 above are required to devote the appropriate amount of time at their place of work, either in the office or at other sites, necessary to complete the responsibilities and duties of their positions. Exempt employees are not eligible for overtime.
4. Confidential employees are eligible for, and will receive, step increases under the same terms and conditions as the County's General Unit bargaining group.
5. Longevity pay will be granted to all members of this unit for 10, 15, and 20 years of service under the same terms and conditions as the County's General Unit bargaining group.
6. The salaries reflected above include a five percent (5%) differential above the County's General Unit bargaining group for confidential status.

BENEFIT PACKAGE

7. **Voluntary Reduced Work Schedule:** Effective July 1, 2015, employees have the option to continue their voluntary reduced work schedule of 156.6 hours per month, request a voluntary reduced work schedule of 156.6 hours or rescind their previous request for a voluntary reduced work schedule. Employee's seniority, benefits and leave accruals will not be affected.
8. **Retirement Program:** Employees herein shall receive the same Public Employees' Retirement System program offered to the County's General bargaining group, as such program may be amended from time to time. The Employer Paid Member Contribution (EPMC) shall be as follows:
 - A. The EPMC shall be 1% for all Classic employees in this unit.
 - B. Effective January 1, 2013 all employees hired as new employees according to PERS regulations shall pay one-half of normal cost as determined by CalPERS.

9. **Health Insurance:** Employees herein shall be eligible for the same group health insurance programs provided to the County's General Unit bargaining group.

For full-time confidential employees, a cash payment of \$466.10 shall be paid to all confidential employees in lieu of major medical insurance other than the County's, after proof of other major medical insurance has been obtained. The County shall retain the remainder of the premium it otherwise would have paid to that employee. If the employee waives all benefits except life insurance, the cash total is \$506.08. Part-time Confidential employees are entitled to a pro-rated cash payment in lieu of major medical insurance, subject to the same terms and conditions as listed above.

10. **Sick Leave:** Employees herein shall accrue sick leave at the same rate as the County's General Unit bargaining group as follows:

- A. Regular full-time and regular part-time employees shall earn and accrue paid sick leave in regular increments each pay period of employment up to a maximum of 96 hours per year.
- B. For employees on a voluntary reduced work schedule of 156.6 hours per month, they will accrue 8 hours sick leave per month up to a maximum of 96 hours per year
- C. Unused sick leave shall accrue from year to year.
- D. Upon retirement only, an employee who has accrued a minimum of 500 sick leave hours **may**, upon request of the employee, be paid in cash for one-half of the number of accrued sick leave hours up to a maximum payoff of 500 hours, with the balance of unused sick leave going toward PERS service credit.

11. **Vacation Leave:** Employees herein shall earn and accrue paid vacation leave in accordance with the following provisions (all other terms and conditions shall be the same as the County's General Unit bargaining group):

- A. **Years 1-9:** For the first through the ninth continuous years of service, vacation leave shall be earned and accrued at the rate of eight (8) hours of vacation leave for every 130.5 hours of service, which accrual shall be credited monthly. For employees on a voluntary reduced work schedule of 156.6 hours, they will accrue eight (8) hours of vacation leave for every 117.45 hours of service, which accrual will be credited monthly.
- B. **Years 10 Plus:** For the tenth and succeeding continuous years of service, vacation leave shall be earned and accrued at the rate of eight (8) hours of vacation leave for every 99.43 hours of service, which accrual shall be credited monthly. For employees on a voluntary reduced work schedule of 156.6 hours per month, they will accrue eight (8) hours of vacation leave for every 89.49 hours of service, which accrual shall be credited monthly.
- C. Employees will only be allowed to carry over a two (2) year vacation accrual maximum. Accrual of vacation leave shall cease when the maximum amount of vacation leave allowed has accrued and been unused by the employee, but shall recommence when the unused balance of an employee's accrued vacation leave is below the maximum allowed accrual.
- D. Employees in this unit may elect to be paid off in cash (up to 40 hours only); provided, however, that the criteria outlined in Amador County #2-230 has been met.

12. **Holiday Leave:** Confidential employees will receive the same paid holiday leave as the County's General Unit bargaining group. For employees taking the voluntary reduced work schedule of 156.6 hours per month, they will be paid eight (8) hours of holiday pay. Any difference in the number of hours used on that holiday can be taken from vacation and/or CTO leave. If vacation and/or CTO are not available, employees will be docked the difference in pay.

13. **Professional Leave:** Exempt professional classifications (*i.e.* Deputy County Counsel I, II and III) shall accrue up to five (5) days of professional leave each calendar year at the rate of 8 hours of professional leave for every 417.6 hours of service, credited monthly. . For employees on a voluntary reduced work schedule of 156.6 hours, they will accrue up to five (5) days of professional leave each calendar year at a rate of 8 hours of professional leave for every 375.84 hours of service, credited monthly, subject to the following conditions:

- A. An eligible employee may accrue professional leave up to a maximum amount equal to twice their current annual professional accrual rate (*i.e.*, 10 days). Accrual of professional leave shall cease when the maximum amount of professional leave allowed has accrued and been unused by the employee, but shall recommence when the unused balance of an employee's accrued professional leave is below the maximum allowed accrual.
- B. Eligible employees must pass their probationary period before leave can be utilized.
- C. The probationary period for professional employees, for purposes of professional leave benefits, shall be twelve (12) months.
- D. Part-time employees will have the leave pro-rated based on the number of hours worked.
- E. An eligible employee who separates from County employment will not be paid in cash for any unused professional leave. However, if an employee transfers to another unit that has no professional leave, the employee will be paid off in cash.
- F. An employee is required to have such leave approved by their agency/department head.
- G. An employee must prepare written documentation supporting their professional development leave and its relations to their position.
- H. This leave is not intended to preclude the normal assignment of training or professional development hours required by the position and compensated as a normal part of expected functions.

14. **Bar Dues:** The County shall pay for employees the cost of the State Bar Association dues necessary for the employee to practice law in California. The County shall pay for the minimum cost of the dues only (referred to on State Bar Membership Statement as membership fees) and shall not pay for any additional options such as CDCBA, CSCHS, lobbying, etc.

The County shall make the payment each year on or before the annual renewal due date specified by the State Bar for an employee who has been employed as an Amador County Deputy County Counsel at least on January 1 of the year for which the dues are paid. The employee shall provide their invoice to the Auditor's Office one month before the due date of each year to ensure his/her dues will be paid before the due date.

15. **Employee Wellness Program:** The County agrees to provide up to \$100.00 per calendar year cost reimbursement to non-smoking Confidential employees who participate in an organized fitness program or organized weight-reduction program.

INTERNSHIP PROGRAM

On July 29, 2003, the Board of Supervisors adopted the Use of Interns Policy #2-244 which authorized County departments to hire interns as temporary employees. All placements are contingent upon departmental budget appropriations and County Administrative Officer approval of such requests for temporary help.

Internships are temporary positions within this Unit. They are designed to provide job training. No intern may work more than 999 hours per fiscal year. Interns do not receive seniority, vacation, sick leave, holiday pay, health benefits, or any other type of benefits or incentives. Duties will vary widely based on the training assignment and department needs.

No interns may be paid in excess of \$12.00 per hour, with the exception of legislative or legal interns.

EFFECTIVE DATE

Effective Date. The effective date of changes for this Resolution shall be July 1, 2015.

The foregoing resolution was duly passed and adopted by the Board of Supervisors of the County of Amador at a regular meeting thereof, held on the 9th day of June, 2015, by the following vote:

AYES: Brian Oneto, John Plasse, Richard M. Forster, Louis D. Boitano,
and Lynn Morgan

NOES: None

Chairman, Board of Supervisors

ATTEST:

JENNIFER BURNS, Clerk of the
Board of Supervisors, Amador County,
California

Deputy