

**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. 14-034  
BENEFITS FOR MID-MANAGEMENT EMPLOYEES )

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

- Effective July 2, 2012 all employees returned to a 40-hour workweek. The accruals for sick, vacation and professional leave reverted back to the normal accruals that were in effect prior to the 36 hour workweek
- 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
- Effective January 8, 2013 addition of Chief Deputy Clerk/Recorder Local Registrar of Births & Deaths position to Mid-Management Unit
- Effective September 1, 2013 addition of Director of Solid Waste Programs/Safety Programs position to Mid-Management Unit
- Effective March 1, 2014 Chief Building Official position salary reduction

Classifications	Current Monthly Salaries
Animal Control Director	\$6,856
Assistant Assessor	\$6,826
Assistant Auditor-Controller	\$7,729
Assistant County Counsel (vacant)	\$10,410
Chief Building Official (vacant)	\$6,995
Chief Deputy Clerk/Recorder Local Registrar of Births & Deaths	\$7,952
Chief Deputy Treasurer/Tax Collector	\$5,972
County Librarian	\$7,743
Deputy Director of Behavioral Health (Fiscal and Administrative Services)	\$7,425
Deputy Director of General Services Administration (vacant)	\$8,618
Deputy Director of Public Works Projects (vacant)	\$8,286
Deputy Director of Social Services (Finance/Facilities/Administration) (vacant)	\$7,425
Deputy Director of Social Services (Social Services Agency Programs) (vacant)	\$7,520
Director of Environmental Health	\$7,882
Director of Solid Waste Programs/Safety Programs	\$7,820
Health Services Director (vacant)	\$9,478

Classifications	Current Monthly Salaries
GSA County Support Services Director (vacant)	\$8001
OES Coordinator (vacant)	\$5,754
Planning Director	\$8,655
Public Works Maintenance Superintendent (vacant)	\$7,254
Psychiatrist	\$19,013
Social Services Director (vacant)	\$9822

**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. **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.
5. **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.

6. **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. Unused sick leave shall accrue from year to year.
- C. 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.

7. **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.
- 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.
- 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.

8. **Holiday Leave:** Mid-Management employees will receive the same paid holiday leave as the County's General bargaining group.

9. **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, 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.

10. **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 dates of the changes for this Resolution are varied. They are reflected in bullets at the beginning of this resolution.

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 13th day of May, 2014 by the following vote:

AYES: Theodore F. Novelli, Brian Oneto, John Plasse, Louis D. Boitano and Richard M. Forster

NOES: None

ABSENT: None

  
 Theodore F. Novelli, Chairman

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

  
 Deputy