

**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. 11-028  
BENEFITS FOR MID-MANAGEMENT EMPLOYEES )

BE IT RESOLVED that this resolution is being adopted to reflect an extension of the 36-hour workweek through June 30, 2012; a 3% increase in pay effective April 1, 2011 and a 3% increase in pay effective October 1, 2011; a corresponding 3% decrease in the Employer Paid Member Contribution (EPMC) effective April 1, 2011 and a 3% decrease effective October 1, 2011; the elimination and the addition of positions; and other changes to benefits as described herein.

Monthly salaries of employees and hourly rates for PERS reporting purposes only shall be as set forth below:

Classifications	Monthly Salaries	Hourly Rates (PERS reporting only)
Animal Control Director	\$5,991	\$38.26
Assistant Assessor	\$5,964	\$38.09
Assistant Auditor-Controller	\$6,754	\$43.13
Assistant County Counsel	\$9,097	\$58.09
Chief Building Official	\$6,812	\$43.51
Chief Deputy Treasurer/Tax Collector	\$5,218	\$33.32
County Librarian	\$6,766	\$43.21
Deputy Director of Public Works Projects	\$7,241	\$46.25
Deputy Director of Social Services (Finance/Facilities/Administration)	\$6,488	\$41.43
Deputy Director of Social Services (Social Services Agency Programs)	\$6,572	\$41.97
Director of Environmental Health	\$6,887	\$43.97
Health Services Director *	\$8,282	\$52.89
GSA County Government Support Services Director	\$6,991	\$44.64
OES Coordinator	\$5,027	\$32.11
Planning Director	\$7,563	\$48.30
Public Works Maintenance Superintendent	\$6,338	\$40.47
Psychiatrist	\$16,614	\$106.09
Social Services Director	\$8,583	\$54.81

\* When the incumbent no longer occupies this position, the position shall be moved to the Mid-Management Unit from the Management Unit

**TERMS AND CONDITIONS**

1. The monthly and hourly rates set forth above reflect a 3% increase in salary levels that were established by Resolution 09-034. The above salaries shall become effective contemporaneously with a decrease in the Employer Paid Member Contribution as shown in section 7 below.

2. The monthly and hourly rates set forth above shall be increased by three percent on 10/1/2011.
3. 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.
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. For fiscal years 2010-2011 and 2011-2012 the workweek shall be deemed to be 36 hours per week, consisting of four 9-hour days for each employee, including breaks but not lunch periods. County offices will be open to the public Mondays through Thursdays, 8 a.m. to 5 p.m. Staggered schedules (some employees working Monday through Thursday, other employees working Tuesday through Friday) may be implemented to accommodate each department's needs. Individual schedules for each employee will be made by the department head. Hours of permanent part-time employees will be reduced by ten percent (10%). Notwithstanding the foregoing, if other bargaining units in the County are returned to a 40-hour workweek, this Resolution shall be modified to reflect a similar return to a 40-hour workweek, including modification to sections 9 and 10 dealing with accrual of sick leave and vacation leave.
6. 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**

7. **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. For the period from the effective date of this Resolution until 9/30/2011, the EPMC paid by the County shall be reduced from 7% to 4% for all employees in this unit.
  - B. For the period from 10/1/2011 until changed by further resolution of this Board, the EMPC shall be further reduced from 4% to 1% for all employees in this unit.
8. **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. 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. This cash payment shall begin on the same month the employee would have been eligible to receive the same group health insurance programs provided to the General Unit employees.

9. **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 eight (8) hours paid leave of absence for illness or injury to the employee or the employee's minor children for every 156.6 hours of service, which accrual shall be credited monthly.
  - 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.
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. **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 117.45 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 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.
11. **Holiday Leave:** Mid-Management employees will receive the same paid holiday leave as the County's General bargaining group.
12. **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 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.

- Eligible Classifications:**
- 1. Assistant County Counsel
  - 2. Health Services Director
  - 3. Deputy Director of Public Works Projects

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.

13. **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**

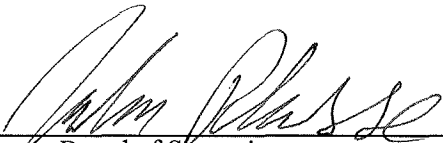
14. **Effective Date.** The effective date of this Resolution shall be April 1, 2011.

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 22<sup>nd</sup> day of March 2011 by the following vote:

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

NOES: None

ABSENT: None

  
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Chairman, Board of Supervisors

ATTEST:

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

  
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Deputy