

**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 MID-MANAGEMENT EMPLOYEES)

RESOLUTION NO. 09-034

BE IT RESOLVED that this resolution is being adopted to reflect the 3% COLA increase, effective July 1, 2009; and the transfer of the Dep CAO and the Social Services Director from this Unit to the Management Unit.

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

| Classifications | Monthly Salaries | Hourly Rates (PERS reporting only) |
|--|------------------|------------------------------------|
| Animal Control Director | \$5,817 | \$37.14 |
| Assistant Assessor | \$5,791 | \$36.98 |
| Assistant Auditor-Controller | \$6,558 | \$41.88 |
| Assistant County Counsel | \$8,832 | \$56.40 |
| Behavioral Health Care Director | \$7,391 | \$47.19 |
| Chief Building Official | \$6,614 | \$42.24 |
| Chief Deputy PC/PG/PA | \$6,080 | \$38.82 |
| Chief Deputy Treasurer/Tax Collector | \$5,066 | \$32.35 |
| County Librarian | \$6,569 | \$41.95 |
| Deputy Director of Public Works Projects | \$7,030 | \$44.90 |
| Deputy Director of Social Services (Finance/Facilities/Administration) | \$6,299 | \$40.22 |
| Deputy Director of social Services (Social Services Agency Programs) | \$6,381 | \$40.75 |
| Director of Environmental Health | \$6,687 | \$42.69 |
| Director of Public Health | \$6,901 | \$44.06 |
| GSA County Government Support Services Director | \$6,787 | \$43.34 |
| GSA Public Services Director | \$5,970 | \$38.12 |
| OES Coordinator | \$4,880 | \$31.17 |
| Planning Director | \$7,343 | \$46.89 |
| Public Works Maintenance Superintendent | \$6,153 | \$39.29 |

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. Consistent with the terms and conditions of the Side Agreement with the General Bargaining Unit for fiscal year 2009-2010, 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 period. 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 need. 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%).
4. 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

1. **Retirement Program:** Employees herein shall receive the same Public Employees' Retirement System program offered to the County's General Unit bargaining group.
2. **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.
3. **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 (sick leave) 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.

4. **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 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) have 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.
5. **Holiday Leave:** Mid-Management employees will receive the same paid holiday leave as the County's General Unit bargaining group:
6. **Professional Leave:** Mid-Management employees in the 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 eligible employee may accrue professional leave up to a maximum amount equal to twice their current maximum 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. Professional leave for part-time employees will be pro-rated based on the number of hours worked.
 - C. If an employee separates from County employment, said employee 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.
 - 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. Behavioral Health Care Director
- 3. Deputy Director of Public Works Projects
- 4. Director of Public Health

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.

7. **Bar Dues:** Commencing in 2007, 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 for an employee who has been employed as an Amador County Assistant 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.

8. **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 organized weight-reduction program.

The foregoing resolution was duly passed and adopted by the Board of Supervisors of the County of Amador at a special meeting thereof, held on the 13th day of October 2009, by the following vote:

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

NOES: None



Vice-Chairman, Board of Supervisors

ATTEST:

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



Deputy