



Board Agenda Item 29

DATE: March 7, 2017
TO: Board of Supervisors
SUBMITTED BY: Paul Nerland, Director of Human Resources
SUBJECT: Memorandum of Understanding for Representation Unit 35

RECOMMENDED ACTION(S):

- 1. Approve the Memorandum of Understanding for Representation Unit 35 - Management Unit - Sheriff's Office, represented by the Sheriff's and Correctional Lieutenants Association, effective March 13, 2017, through December 15, 2019.**
- 2. Approve the related Salary Resolution Amendments as reflected on Appendix D.**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 35's successor Memorandum of Understanding (MOU), effective March 13, 2017, through December 15, 2019. The estimated cost for FY 2016-17 (\$23,464) includes \$15,252 in Net County Cost (NCC), which will be absorbed in the Sheriff's Office FY 2016-17 adopted budget.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the existing terms and conditions would remain in effect and contract negotiations would continue.

FISCAL IMPACT:

The estimated year-over-year cost increase for the negotiated terms and conditions for FY 2016-17 is approximately \$23,464; \$15,252 in Net County Cost (NCC). The estimated year-over-year costs for FYs 2017-18, 2018-19, and 2019-20 are approximately \$346,355 (\$225,131 in NCC), \$331,366 (\$215,388 in NCC), and \$342,523 (\$222,640 in NCC), respectively.

DISCUSSION:

Your Board's representatives have met and conferred with Unit 35 representatives regarding a successor MOU (the latest MOU expired on December 18, 2016). A tentative agreement was signed on February 15, 2017, and was subsequently ratified by the Association, which currently represents 26 employees in Unit 35.

The significant components of the successor MOU, effective March 13, 2017, unless otherwise noted, include the following:

- MOU Term:
 - March 13, 2017, through December 15, 2019

- Salary Adjustments: (including Communications Dispatchers)
 - 5% increase effective July 3, 2017
 - 5% increase effective July 2, 2018
 - 5% increase effective July 1, 2019

- Health Insurance: (*Up to indicates that the contribution will not exceed the cost of the employee's health plan selection)
 - Effective March 13, 2017
 - Increase County contribution for employee only up to \$278 per pay period (+ up to \$35 pp)
 - Effective December 18, 2017
 - Increase County contribution for employee only up to \$288 per pay period (+ up to \$10 pp)
 - Increase County contribution for dependent coverage up to \$120 per pay period (+ up to \$30 pp)
 - Effective December 17, 2018
 - Increase County contribution for employee only up to \$298 per pay period (+ up to \$10 pp)
 - Increase County contribution for dependent coverage up to \$150 per pay period (+ up to \$30 pp)

- Shift Premium:
 - Increase from 4% to 5% effective March 13, 2017
 - Increase from 5% to 6% effective July 2, 2018
 - Increase from 6% to 8% effective July 1, 2019

- P.O.S.T. Certification:
 - Establish pay provision for valid Supervisory P.O.S.T. Certificate at 5% above base salary effective March 13, 2017

- Uniform Allowance:
 - Effective January 1, 2018
 - Increase from \$500 to \$700 annually (\$26.92 pp)
 - Effective December 31, 2018
 - Increase from \$700 to \$1,000 annually (\$38.46 pp)

- MOU Reopeners:
 - Effective no sooner than July 2018
 - Salary
 - Parking

➤ Miscellaneous:

- Update or deletion of MOU language and/or obsolete addenda
- Sideletter agreement indicating that provisions of the prior MOU that have not been changed shall be considered effective from the expiration of the prior contract to the initiation of the new MOU, including arbitration provisions.

REFERENCE MATERIAL:

BAI Appendix D, August 6, 2013 - Unit 35 MOU

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU
Appendix D

CAO ANALYST:

Sonia De La Rosa