



Board Agenda Item 50

DATE: May 17, 2022

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addenda to the Memoranda of Understanding for Representation Units 1, 14 and 35

RECOMMENDED ACTION(S):

- 1. Approve Addenda to the Memoranda of Understanding for Representation Units 1, 14 and 35, regarding the addition of a sixth salary step to the salary ranges for impacted classifications, effective July 11, 2022; and**
- 2. Approve the related Salary Resolution Amendment, as reflected on Appendix “H”.**

There is a \$941,096 increase in Net County Cost (NCC) associated with the recommended actions, which will authorize the addition of a sixth (6th) salary step to the salary ranges for the Deputy Sheriff I/II/III/IV, Sheriff's Sergeant and Sheriff's Lieutenant classifications, effective July 11, 2022. The sixth (6th) salary step will replace the related five-year retention pay articles in the Memoranda of Understanding (MOUs) for Representation Units 1, 14 and 35 for impacted classifications. There are no other changes to the terms and conditions of the current MOUs approved by your Board.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, there would be no change to terms and conditions of the current MOUs for Representation Units 1, 14 and 35, and a sixth (6th) salary step would not be added to replace the current five-year retention pay articles.

FISCAL IMPACT:

The total cost of the recommended actions for FY 2022-23 is approximately \$1,113,630 including related retirement costs, \$916,000 of which is NCC. Sufficient appropriations will be included in the impacted department's FY 2022-23 recommended budget requests.

The total cost for FY 2023-24 is approximately \$31,370; \$25,096 of which is NCC. Sufficient appropriations will be included in the impacted department's FY 2023-24 recommended budget requests.

DISCUSSION:

On January 18, 2022, your Board approved a successor Memorandum of Understanding for Representation Unit 1. On April 19, 2022, your Board approved successor Memoranda of Understanding for Representation Units 14 and 35. All three of these MOUs included an article outlining five-year retention pay provisions for incumbents of the Deputy Sheriff I/II/III/IV, Sheriff's Sergeant and Sheriff's Lieutenant classifications. The attached Addenda clarify the original intent of the five-year retention pay in order to provide for consistent, appropriate application across all impacted units.

REFERENCE MATERIAL:

BAI #35, April 19, 2022
BAI #34, April 19, 2022
BAI #34, January 18, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "H"
MOU Addendum - Unit 1
MOU Addendum - Unit 14
MOU Addendum - Unit 35

CAO ANALYST:

Yussel Zalapa