

THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA
and for Special Districts, Agencies and Authorities Governed by the Board

Adopted this Resolution on 11/01/2011 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

RECUSE:



Resolution No. 2011/456

In The Matter Of: Terms and Conditions of Employment for employees in the Management Unit and the Rank and File Unit represented by the Deputy Sheriffs' Association (DSA), Effective November 1, 2011. The Contra Costa Board of Supervisors is acting in its capacity as the Governing Board of the County of Contra Costa and all its districts of which it is the ex-officio governing Board.

WHEREAS, the representatives of Contra Costa County (County) and representatives of the Deputy Sheriffs' Association (DSA) have met and conferred in good faith on at least thirty-nine (39) separate dates since on or about March 21, 2008.

WHEREAS, on August 29, 2011, County representatives presented the representatives of the DSA with the County's Last, Best, and Final Offers A and B.

WHEREAS, on September 9, 2011 the DSA presented the County representatives with a package counter proposal.

WHEREAS, the representatives of the parties continued to meet and confer in good faith on or about September 9, September 12, September 16, September 23, September 29, October 3 of 2011. The DSA package counter proposal modifications still did not provide the needed permanent structural changes the County had been seeking.

WHEREAS, on October 6, 2011 the parties continued to meet and collectively bargain in order to seek a resolution to the impasse; and

WHEREAS, on October 14, 2011 the County sent the DSA new Last, Best, and Final Offers (LBFO) A and B (See ATTACHMENT A and ATTACHMENT B) in an attempt to break the impasse by incorporating many of the DSA proposals with a response requested by Friday, October 21, 2011; and

WHEREAS, on October 18, 26 and 28, 2011 the parties met and discussed the new LBFO A and B and there was no resolution; and

WHEREAS, the County and the DSA have still not closed the gap and reached a Tentative Agreement as of the close of business on October 31, 2011 or by the date of the Board meeting, November 1, 2011; and

WHEREAS, the parties remain at impasse; and

WHEREAS, said representatives have failed to reach a tentative agreement on a variety of terms and conditions of employment, including economic, cost savings, and cost neutral terms for the fiscal year beginning on July 1, 2011.

WHEREAS, the impasse procedures set forth in Chapter 34-16 of Resolution No. 81/1165, as amended, (County's employer Employee Relations Resolution), have been exhausted.

WHEREAS, the County representatives deem it now appropriate and in the public interest to bring this matter to the Board of Supervisors for final resolution;

Now, Therefore, Be It Resolved:

1. The base rates of pay of all the classifications represented by the DSA are reduced by 2.81% on November 1, 2011 as set forth in ATTACHMENT C – 1 for DSA MGMT and C- 2 for DSA R & F.
2. Effective January 1, 2012, the County's monthly premium subsidy for the CalPERS Health Plans will be fixed at the

December 2011 dollar amount paid by the County or the CalPERS statutory minimum employer monthly premium subsidy, whichever is greater. The County's monthly premium subsidy for the county dental plans will be fixed at the December 2011 dollar amount paid by the County. Additionally, the definition of "eligible family member" used for purposes of dental plan coverage is modified. These terms are set forth in ATTACHMENT D -1 for DSA MGMT and D-2 for DSA R&F.

3. The amount that employees will pay toward the cost of their pension is increased to one hundred percent (100%) of the employee share as set forth in ATTACHMENT E -1 for DSA MGMT and E -2 for DSA R&F.
4. The Vacation Buy Back benefit is eliminated for new hires in the DSA MGMT Unit as set forth in ATTACHMENT F. (DSA R&F does not enjoy this benefit).
5. The Days and Hours of Work Section will be modified to conform to legal and administrative requirements as set forth in ATTACHMENT G -1 for DSA MGMT and G-2 for DSA R&F.
6. The Holiday Section will be modified to conform to legal and administrative requirements as set forth in ATTACHMENT H-1 for DSA MGMT and H-2 for DSA R&F.
7. The forty-six (46) Tentative Agreements agreed to by the representatives for DSA MGMT and DSA R&F and the representatives for the County are approved and adopted. Twenty-two (22) Tentative Agreements are ATTACHMENT I – 1 for DSA MGMT and twenty-four (24) Tentative Agreements are ATTACHMENT I-2 for DSA – R&F.

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: November 1, 2011

Contact:

, County Administrator and Clerk of the Board of Supervisors

By: , Deputy

cc: Jill Ray, Supervisor Gayle B. Uilkema, District 2, Susan Cohen, Public Works, Dick Olsen, Alamo Rotary, David Bowlby, Alamo MAC