



Contra
Costa
County

To: Board of Supervisors
From: David Twa, County Administrator
Date: March 29, 2016

Subject: Memoranda of Understanding with Deputy Sheriffs Association Management and Rank & File Units

RECOMMENDATION(S):

ADOPT Resolution No. 2016/137 approving the Memoranda of Understanding between Contra Costa County and Deputy Sheriffs' Association (DSA) Management Unit and the Memorandum of Understanding between Contra Costa County and DSA Rank and File Unit, implementing negotiated wage agreements and other economic terms and conditions of employment, for the period of July 1, 2016 through June 30, 2019.

FISCAL IMPACT:

The terms and conditions set forth in this action have an estimated FY 2016/17 cost of \$8.4 million, including \$3.0 million in pension costs; FY 2017/18 cost of \$16.8 million, including \$6.0 million in pension cost; and FY 2018/19 cost of \$24.3 million, including \$8.7 million in pension cost.

BACKGROUND:

The Deputy Sheriffs' Association Management Unit (DSA-MGMT) and Rank & File Unit (DSA-R&F) reached a Tentative Agreement with the County on March 11, 2016 and ratified the agreement on Tuesday, March 22, 2016. The resulting Memoranda of

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **03/29/2016** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

ABSENT: Mary N. Piepho, District III Supervisor

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: March 29, 2016

David Twa, County Administrator and Clerk of the Board of Supervisors

Contact: Lisa Driscoll, County Finance
Director (925) 335-1023

By: June McHuen, Deputy

Understanding, which are attached, include modifications to wages and benefits.

BACKGROUND: (CONT'D)

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In summary, those changes are:

Term - Section 37.4 (DSA-MGMT) and Section 50.4 (DSA-R&F)

- The terms of both agreements are from July 1, 2016 through June 30, 2019.

General Wages – Section 5.1 (DSA-MGMT and DSA-R&F)

- The base rate of pay for all classifications represented by DSA-MGMT and DSA-R&F will be increased as follows:
 - Effective July 1, 2016, a 5% wage increase
 - Effective July 1, 2017, a 5% wage increase
 - Effective July 1, 2018, a 5% wage increase
 - Effective January 1, 2017, increased additional step described in Section 5.1.D by 2.5% for sworn and added for non-sworn employees with at least five steps and for Sheriff Dispatchers II's (64WM).

Duration of Layoff – Section 7.2.H (DSA-MGMT) and Section 11.2.H (DSA R&F)

- Reduce amount of time individuals remain on layoff list from four (4) years to two (2) years.

Holidays - Section 12.1 (DSA R&F)

- Language was added and deleted to clarify that Recruits are excluded from accrual of Personal Holiday credit for Columbus Day, Admission Day or Lincoln's birthday.

Medical, Dental, and Life Insurance - Section 13 (DSA-MGMT) and Section 17 (DSA-R&F)

- Renamed title from Health, Life, and Dental.
- Updated specific sections with clean-up language.
- Added new sub-section regarding health benefits for employees not otherwise covered to include Affordable Care Act (ACA) language (Mgmt).

Deferred Compensation – Section 15.1 (DSA-MGMT) and Section 32 (DSA R&F)

- Added Deferred Compensation Loan Provision language.

Management Complaint – Section 19 (DSA-MGMT)

- Changed reference from Director of Human Resources to Employee Relations Officer or designee.

Work Scheduling – Section 20.12 (DSA R&F)

- Renew existing agreement to reopen the provisions of the MOU pertaining to the terms and conditions of employment for the Sheriff's Dispatcher classifications in the event of a consolidation of Sheriff Dispatch operations with Fire Dispatch operations.

Transfer - New Section 21.3 (DSA R&F)

- Outlines the transfer process for Sheriff's Aides and Sheriff's Specialists.

Grievance Procedure – Section 24 (DSA R&F)

- Changed reference from Director of Human Resources to Employee Relations Officer or designee.

Pay Warrant Errors – Section 25 (DSA-MGMT) and Section 36 (DSA-R&F)

- Repayment schedule will be no longer than three (3) times the length of time the overpayment occurred.

Premium Pays – Section 27 (DSA-R&F)

- Changed differential from \$200 per period to five percent (5%) monthly differential (27.1).
- Clarify language to add specific org numbers/locations where Hazard Pay is applicable (27.3).

Health Benefits for Employees Not Otherwise Covered – Section 45 (DSA R&F)

- Deleted existing language and changed section heading for PI employees, added Affordable Care Act (ACA) language.

Provisional Employee Benefits – Section 42 (DSA-R&F)

- Deleted the entire section.

Definitions (DSA R&F)

- Expanded the definition of Project Employees.

Scope of Agreement - Section 37.1 (DSA MGMT) and Section 50.1 (DSA R&F)

- Any past side letters or any other agreements that are not incorporated into or attached to this MOU are deemed expired upon approval of this MOU by the Board of Supervisors.

Clean-up

- Sections of the Rank and File MOU were reordered and renumbered including Longevity, which was moved for consistency sake from Sections 27.5 and 27.6 to Section 5 - Salaries.

CONSEQUENCE OF NEGATIVE ACTION:

The current Memoranda of Understanding (MOU) with the Deputy Sheriffs Association could expire without a successor MOU in place.

CLERK'S ADDENDUM

Speaker: Shawn Welch, Deputy Sheriff's Association.

ATTACHMENTS

Resolution No. 2016/137

Deputy Sheriffs Association Management Unit MOU 7-1-16 thru 6-30-19

Deputy Sheriffs Association Rank & File MOU 7-1-16 thru 6-30-19