



Contra  
Costa  
County

To: Board of Supervisors  
From: David Twa, County Administrator  
Date: September 10, 2019

Subject: Memoranda of Understanding with Deputy Sheriffs Association Probation & Probation Supervisors Units

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### **RECOMMENDATION(S):**

ADOPT Resolution No. 2019/548 approving the Memorandum of Understanding between Contra Costa County and Deputy Sheriffs Association Probation and Probation Supervisors Units, implementing negotiated wage agreements and other economic terms and conditions of employment beginning July 1, 2019 through June 30, 2023.

### **FISCAL IMPACT:**

The terms and conditions set forth in this action are estimated at a County FY 2019/20 (10 month) cost of \$1,657,000, including \$753,000 in benefit costs; the FY 2020/21 additional cost of \$2.40 million, including \$1.09 million in benefit costs; the FY 2021/22 additional cost of \$2.16 million, including \$975,000 in benefit costs, and the FY 2022/23 additional cost of \$2.53 million, including \$1.01 million in benefit costs.

### **BACKGROUND:**

The Deputy Sheriffs Association Probation and Probation Supervisors Unit reached a Tentative Agreement with the County on August 26, 2019 and ratified the agreement on

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

Action of Board On: **09/10/2019** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

### **VOTE OF SUPERVISORS**

AYE: Candace Andersen, District II  
Supervisor  
Diane Burgis, District III Supervisor  
Karen Mitchoff, District IV Supervisor  
Federal D. Glover, District V  
Supervisor

ABSENT: John Gioia, District I Supervisor

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

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: September 10, 2019

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

By: Jami Napier, Deputy

August 29, 2019. The resulting Memorandum of Understanding, which is attached, includes modifications to wages and benefits.

## BACKGROUND: (CONT'D)

In summary, those changes are:

- Duration of Agreement (Section 47.4)

- The term of the agreement is from July 1, 2019 through June 30, 2023.

- General Wages (Section 5.1)

- Effective September 1, 2019, the base rate of pay for all Deputy Probation Officer (DPO) classifications represented by the Association will be increased by five percent (5%) and the base rate of pay for all Juvenile Institution Officer (JIO) classifications represented by the Association will be increased by four percent (4%).
- Effective July 1, 2020, the base rate of pay for all DPO classifications represented by the Association will be increased by five percent (5%) and the base rate of pay for all JIO classifications represented by the Association will be increased by four percent (4%).
- Effective July 1, 2021, the base rate of pay for all DPO classifications represented by the Association will be increased by five percent (5%) and the base rate of pay for all JIO classifications represented by the Association will be increased by four percent (4%).
- Effective July 1, 2022, the base rate of pay for all DPO classifications represented by the Association will be increased by five percent (5%) and the base rate of pay for all JIO classifications represented by the Association will be increased by four percent (4%).

- Sick Leave (Section 13)

- Amend Section 13.3.B.4 to clarify eligibility and usage of sick leave when used in conjunction with Pregnancy Disability Leave.

- Leave of Absence (Section 15)

- Amend multiple areas of Section 15 to include references to FMLA and CFRA.
- Clarify language in Section 15.2 regarding circumstances where leave without pay may be taken.
- Amend the process for certification of FMLA/CFRA leaves and remove redundant language under Section 15.9.
- Amend definitions and criteria under Section 15.9.
- Update Military leave language to align with Federal Uniformed Services Employment & Reemployment Rights Act (USERRA), limiting period to a maximum of five (5) years, plus ninety (90) days.

- Health, Life & Dental Care (Section 17)

- Beginning July 1, 2019, the County will adjust its monthly premium subsidies to cover at least the increases for the 2019 plan year. Lump sum adjustments will be made for prior periods.
- Beginning January 1, 2020, the County will provide a premium subsidy of up to 75% of the second lowest priced non-deductible HMO plan (currently Kaiser A) for Employee and Employee +1, and 76.5% for Employee +2 or more.
- Beginning January 1, 2021, the County will provide a premium subsidy of up to 78.5% of the second lowest priced non-deductible HMO plan for all tiers.
- Beginning January 1, 2022, the County will provide a premium subsidy of up to 80% of the second lowest priced non-deductible HMO plan for all tiers.
- The County will make an annual contribution into an HSA for active employees who are enrolled in an eligible High Deductible Health Plan and who have an HSA.

- Probationary Period (Section 18)

- Revised Section 18.4 modifying permanent-intermittent position probationary period hour requirements.

- Posting of Vacancies and Reassignments (Section 20)

- Amend Section 20.1 regarding eligibility requirements for reassignment for Juvenile Intuition Officers, including process for annual shift assignments.
- Amend Section 20.2 regarding eligibility requirements for reassignment for Deputy Probation Officers, including process for specialized shift assignments.
- Amend Section 20.3 regarding requirements for voluntary reassignments.
- Clean-up of various sections and incorporation of existing side letters into MOU.

## CONSEQUENCE OF NEGATIVE ACTION:

The County and DSA will not have an agreement on a successor MOU and the agreed upon terms and conditions would not be implemented.

## ATTACHMENTS

Resolution 2019/548

DSA Probation and Probation Supervisors Units MOU 2019-2023