



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources



Date: April 4, 2016
Board Meeting Date: April 26, 2016
Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: Donna Vaillancourt, Human Resources Director
Michelle Kuka, Interim Employee and Labor Relations Manager

Subject: Successor agreement to the Memorandum of Understanding with the Organization of Sheriff's Sergeants (OSS)

RECOMMENDATION:

Adopt a resolution authorizing approval of the Tentative Agreement establishing the terms and conditions of a successor agreement to the Memorandum of Understanding with the Organization of Sheriff's Sergeants (OSS) for the term of April 24, 2016 through April 4, 2021.

BACKGROUND:

The current MOU expired on April 10, 2016, and the County concluded negotiations with OSS on March 22, 2016. The membership has ratified the County's offer. The County and OSS have met and conferred in good faith and agreed to the terms as described in the Tentative Agreement.

DISCUSSION:

This agreement covers all of the staff in classifications represented by OSS. The following summarizes the major changes.

Term

April 24, 2016 through April 4, 2021, five years.

Salary Adjustment

Classifications in this bargaining unit will receive salary increases as follows: Sergeants will continue to receive salary increases based on an annual survey of comparators completed for Deputy Sheriffs. Sergeants and Senior District Attorney Inspectors will receive the same salary increase percentage as the Deputy Sheriffs. In addition, in exchange for elimination of the 75% Employer Paid Member Contribution (EPMC), the

Sergeants will receive an additional five percent (5%) increase to their existing salary adjustment of fifteen percent (15%), making the Sergeant's salary twenty percent (20%) higher than the salary range for the classification of Deputy Sheriff. Similarly, in exchange for elimination of the 75% EPMC, the Senior District Attorney Inspectors will receive a five percent (5%) increase to their salaries, making the salary range for the Senior District Attorney Inspectors ten and seventy four one hundredths percent (10.74%) higher than the salary range for the classification of District Attorney Inspectors.

Retirement and other economic changes

Employees in this bargaining unit will no longer have 75% of their retirement share paid for by the County.

Employees represented by OSS will begin to pay half of the cost of their Retirement COLA beginning July 3, 2016. As an offset, employees in Retirement Tier 4 will be receiving two percent (2%) in Safety Longevity Pay and employees in Retirement Tiers 1 & 2 will be receiving three and twenty five one hundredths percent (3.25%) in Safety Longevity Pay.

The Sick Leave Conversion cost share has been eliminated for the employees enrolled in the retiree health tier 2 benefit plan. These employees were paying a 1.6% cost share for a period of six years and now they will not be paying a cost share.

Life Insurance for classifications covered by OSS will be increased to \$50,000 for each employee. Uniform allowance will be increased by \$25 each year of this agreement.

County Counsel has reviewed and approved the Resolution as to form. Approval of this Resolution contributes to Shared Vision 2025 of a Collaborative Community by ensuring cost-effective compensation structures for County employees.

FISCAL IMPACT:

The cost of the salary and other changes will result in a net increase of approximately \$178,000 for the first year of the term.