



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources



Date: June 30, 2016
Board Meeting Date: July 12, 2016
Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

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

Subject: Successor agreement to the Memorandum of Understanding with the Probation and Detention Association (PDA)

RECOMMENDATION:

Adopt a resolution authorizing the Board of Supervisors to execute the Tentative Agreement establishing the terms and conditions of a successor agreement to the Memorandum of Understanding with the Probation and Detention Association (PDA), for the term of July 3, 2016 through May 19, 2019.

BACKGROUND:

The current MOU expired on May 21, 2016, and the County concluded negotiations with PDA on June 9, 2016. The membership has ratified the County's offer. The County and PDA 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 PDA. The following summarizes the major changes.

Term

July 3, 2016 through May 19, 2019, three years.

Salary Adjustment

Classifications in this bargaining unit will receive salary increases as follows: 4% effective July 3, 2016, 3% effective May 21, 2017 and 3% May 20, 2018.

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Equity Adjustment

The Deputy Probation Officer job class series received an equity increase to bring their salaries within market.

Retirement and other economic changes

Employees represented by PDA 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 one percent (1%) in Safety Longevity Pay and employees in Retirement Tiers 1 & 2 will be receiving one and six tenths percent (1.6%) in Safety Longevity Pay.

Employees in this bargaining unit will no longer have a portion of their retirement share paid for by the County. Employees in this bargaining unit will receive a 1% salary offset for this change.

Life Insurance for classifications covered by this MOU was increased to \$50,000 for each employee.

Laid off employees with bumping rights can only bump within the Probation Department.

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 \$1,200,000 over the 3 year term.