



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources



Date: December 11, 2014
Board Meeting Date: January 13, 2015
Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: Donna Vaillancourt, Human Resources Director
Nicole McKay, Employee & Labor Relations Manager

Subject: Successor agreement to the Memorandum of Understanding with the Law Enforcement Unit (LEU)

RECOMMENDATION:

Adopt a Resolution authorizing the approval of the Tentative Agreement establishing the terms and conditions of a successor agreement to the Memorandum of Understanding with the Law Enforcement Unit for the term of June 8, 2014 through December 29, 2018

BACKGROUND:

The current MOU expired on June 7, 2014, and the County concluded negotiations with LEU on December 4, 2014. The membership has ratified the County's offer. The County and LEU 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 LEU. The following summarizes the major changes.

Term

June 8, 2014 through December 29, 2018, four and a half years.

Salary Adjustment

Classifications in this bargaining unit will receive salary increases as follows: 4% effective December 7, 2014, 3% effective June 7, 2015, 3% effective June 5, 2016 and between 2% and 3% effective June 4, 2017, based on the Consumer Price Index (CPI).

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Equity Adjustments

The Deputy Coroner job class series received equity increases to bring their salaries within market.

Retirement and other economic changes

Employees in this bargaining unit will no longer have a portion of their retirement share paid for by the County. This change will be offset through longevity pay at 10, 20 and 25 year increments. Employees represented by LEU will begin to pay half of the cost of their Retirement COLA beginning July 5, 2015 and will receive a 1% salary offset for this change.

Contractual overtime eligibility has been standardized and reduced. Laid off employees with bumping rights can only bump within the Sheriff's Office and the Coroner's Office.

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 employees will result in a net increase of approximately \$1,000,000 over the 4.5-year term.