



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources



Date: January 15, 2016
Board Meeting Date: January 26, 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 Deputy Sheriff's Association (DSA)

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 Deputy Sheriff's Association for the term of January 31, 2016 through January 9, 2021.

BACKGROUND:

The current MOU expired on January 2, 2016, and the County concluded negotiations with DSA on December 21, 2015. The membership has ratified the County's offer. The County and DSA 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 DSA. The following summarizes the major changes.

Term

January 31, 2016 through January 9, 2021, five years.

Salary Adjustment

Deputy Sheriffs will continue to receive salary increases based on an annual survey of set comparators and District Attorney Inspectors will receive the same salary increase percentage as the Deputy Sheriffs. Sheriff's Correctional Officers will then have their salary set to be 85% of the Deputy Sheriff salary.

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Retirement and other economic changes

Employees represented by DSA 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 and nine-tenths percent (1.9%) in Safety Longevity Pay and employees in Retirement Tiers 1 & 2 will be receiving three and fifteen one hundredths percent (3.15%) in Safety Longevity Pay.

Employees will have a reduced Sick Leave Conversion cost share. Employees in Tier 1 Sick Leave will reduce their cost share from 1.6% to 0.75% and employees in Tier 2 Sick Leave will reduce their cost share from 1.6% to 0.3%.

Life Insurance for classifications covered by this MOU was increased to \$50,000 for each employee. Uniform allowance will be increased by \$25 each year of this agreement. Laid off employees with bumping rights can only bump within the Sheriff's Office and the District Attorney'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 will result in a net increase of approximately \$1,400,000 for the first year of the term.