



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 23-983

Board Meeting Date: 12/12/2023

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: Rocio Kiryczun, Human Resources Director
Michelle Kuka, Deputy Director, Human Resources

Subject: Amendment to Section 8 of the Memorandum of Understandings with the Deputy Sheriffs Association (DSA) and the Organization of Sheriff's Sergeants (OSS)

RECOMMENDATION:

Recommendation to:

- A) Adopt a resolution authorizing approval of an amendment to Section 8 of the current Memorandum of Understanding (MOU) with the Deputy Sheriffs Association (DSA) for the term of January 10, 2021, through January 10, 2026; and
- B) Adopt a resolution authorizing approval of an amendment to Section 8 of the current Memorandum of Understanding with the Organization of Sheriff's Sergeants (OSS) for the term of April 5, 2021, through April 18, 2026

BACKGROUND:

The current DSA Memorandum of Understanding (MOU), which is valid until January 10, 2026, and the current OSS MOU, which is valid until April 18, 2026, included language in Section 8 that details how employees represented by DSA and OSS will be compensated for overtime hours worked. The County has met and conferred in good faith with both DSA and OSS and the parties agreed to the terms to amend Section 8 as described in the Tentative Agreements.

DISCUSSION:

The Sheriff's Office is experiencing an unprecedented critical staffing shortage of sworn peace officers and the County recognizes that public safety is of utmost importance to the community. Therefore, in an effort to provide the Sheriff's Office more support on a one-time temporary basis, the County is recommending changes to Section 8 of the DSA and OSS MOUs to allow DSA and OSS represented employees in the Sheriff's Office to temporarily receive a higher overtime compensation.

Effective the pay period following this Board of Supervisors approval of this tentative agreement and

in place only through June 22, 2024, any authorized overtime worked above nine (9) hours of overtime paid at time and a half in a pay week shall be compensable at the rate of two times the overtime worked whether compensated by monetary payment or by the granting of compensatory time off. The first nine (9) hours of overtime in a week shall be compensable at the rate of one and a half times the overtime worked whether compensated by monetary payment or by the granting of compensatory time off. Effective June 23, 2024, the temporary agreement detailed in this paragraph will end.

County Attorney has reviewed and approved the resolution as to form.

FISCAL IMPACT:

The cost of these changes depends on the number of employees in this unit who need to work additional work hours, as that may result in additional overtime costs. It is estimated that the costs will be approximately \$12 million dollars. There is no anticipated financial impact on the funding status of the County's retirement system. Costs will be absorbed by the Sheriff's Office where all of these employees work.