



Agenda Submittal

Agenda #: 11 **Status:** Consent Calendar
Type: Contract plus Resolution **Department:** Human Resources
File #: 20-158 **Contact:** Marc Fox, 784-2552
Agenda date: 2/25/2020 **Final action:** 2/25/2020
Title: Adopt a resolution approving a successor collective bargaining agreement between Solano County and Unit 4 - Law Enforcement Supervisors represented by Solano County Deputy Sheriff's Association.
Governing body: Board of Supervisors
District: All
Attachments: 1. A - Resolution, 2. B - Unit 4 MOU, 3. Adopted Resolution, 4. Minute Order

| Date | Ver. | Action By | Action | Result |
|-----------|------|----------------------|--------|--------|
| 2/25/2020 | 1 | Board of Supervisors | | |

Published Notice Required? Yes ___ No X
Public Hearing Required? Yes ___ No X

DEPARTMENTAL RECOMMENDATION:

The Director of Human Resources recommends that the Board of Supervisors adopt a resolution approving a successor collective bargaining agreement between the County and Unit 4 - Law Enforcement Supervisors represented by Solano County Deputy Sheriff's Association (DSA).

SUMMARY:

The County and DSA have an existing collective bargaining agreement which expired December 30, 2019. Representatives from the County and DSA have met and conferred in good faith regarding the terms for the successor collective bargaining agreement. The County and DSA reached a total tentative agreement for the successor collective bargaining agreement, for a term through October 21, 2022. The employees represented by DSA have ratified the terms of the successor collective bargaining agreement and the final step is the Board of Supervisors' approval.

FINANCIAL IMPACT:

Adoption of the new collective bargaining agreement for DSA is projected to increase payroll costs by a total of \$1,120,632 based on the terms of the agreement (effective February 25, 2020 through October 21, 2022). Of this total cost, \$61,793 is during Fiscal Year 2019/20, \$245,245 is during Fiscal Year 2020/21, \$346,530 is during Fiscal Year 2021/22, and \$467,063 is during Fiscal Year 2022/23.

The costs associated with preparing the agenda item are nominal and absorbed by the department's FY2019/20 Adopted Budget.

DISCUSSION:

Representatives of the County and DSA have met and conferred in good faith on the changes to the collective

bargaining agreement on wages, hours and other terms and conditions of employment.

The parties have agreed on the following changes:

1. **TERM OF THE AGREEMENT:** The collective bargaining agreement will be effective February 25, 2020 through October 21, 2022.

2. **WAGES:** During Fiscal Year 2019/20 employees receive a three percent (3%) wage increase effective March 8, 2020.

During Fiscal Year 2020/21 employees receive a three percent (3%) wage increase effective March 7, 2021.

During Fiscal Year 2021/22 employees receive a two percent (2%) wage increase effective March 6, 2022.

During Fiscal Year 2022/23 employees receive a one percent (1%) wage increase effective August 21, 2022 and a one percent (1%) wage increase effective September 4, 2022.

3. **HEALTH INSURANCE/CAFETERIA PLAN:** The County receives health insurance through CalPERS' Public Employees' Medical and Hospital Care Act (PEMHCA, or PERS Health Program). The County's maximum premium contribution for health insurance/cafeteria plan is set at 75% of the PEMHCA Region 1 Kaiser Permanente family rate for benefits effective for 2020, 2021, and 2022. In addition, employees who elect employee plus two or more dependents coverage receive an additional \$50 per month.

4. **CAREER INCENTITIVE PAY:**

District Attorney Investigator - Supervising

- Effective the pay period following adoption of the MOU - pay for the POST Advanced Certificate will increase from 8% to 9% over rate to which employed.
- Effective the beginning of 26 pay period following the above increase - POST Advanced Certificate will increase from 4% to 5% over the rate for which employed.

Sergeant - Sheriff

- Effective the pay period following adoption of the MOU - pay for the POST Intermediate Certificate will increase from 0% to 3% and POST Advanced Certificate will increase from 3% to 4% over rate to which employed.
- Effective the beginning of 26 pay period following the above increase - POST Advanced Certificate will increase from 4% to 5% over the rate for which employed.

Welfare Fraud Investigator (Supervising)

- Effective the pay period following adoption of the MOU - pay for the POST Advanced Certificate will increase from 8% to 9% over rate to which employed.
- Effective the beginning of 26 pay period following the above increase - POST Advanced Certificate will increase from 9% to 10% over the rate for which employed.

5. **OTHER ITEMS:**

- Effective July 1, 2020, the County will increase the maximum tuition reimbursement from \$1,100 to \$2,000 per year.

A copy of the collective bargaining agreement is attached. Some minor, non-substantive corrections were

made to the collective bargaining agreement by the County and DSA.

ALTERNATIVES:

The Board of Supervisors could elect to not adopt the collective bargaining agreement between the County and DSA. However, this option is not recommended as the parties have met and conferred in good faith pursuant to the Meyers-Milius-Brown Act and have reached agreement, and the new agreement was negotiated within the parameters previously provided by the Board to the County's negotiating team. Additionally, employees represented by DSA have ratified the terms for the collective bargaining agreement.

OTHER AGENCY INVOLVEMENT:

Negotiations of the collective bargaining agreement were through a collaborative effort by the County and DSA.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION