

STAFF REPORT

BOARD MEETING DATE:	May 13, 2025
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CATEGORY: Consent Calendar 27

SUBJECT: Adopt a resolution which approves a successor Memorandum of Understanding (MOU) between the Deputy Sheriffs Association - Correctional Officer - Deputy Sheriffs (DSA-CO) and the County of Shasta covering the period of April 1, 2025, through March 31, 2027, and adopt a salary resolution effective May 18, 2025, which amends the Salary Schedule for positions in County Service pursuant to the DSA-CO MOU.

DEPARTMENT: Support Services

SUPERVISORIAL DISTRICT #: All

DEPARTMENT CONTACT: Monica Fugitt, Director of Support Services, (530) 225-5515

STAFF REPORT APPROVED BY: Monica Fugitt, Director of Support Services

<u>Vote Required?</u> Simple Majority Vote	<u>General Fund Impact?</u> General Fund Impact
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RECOMMENDATION

Adopt a resolution which approves a successor Memorandum of Understanding (MOU) between the Deputy Sheriffs Association - Correctional Officer - Deputy Sheriffs (DSA-CO) and the County of Shasta covering the period of April 1, 2025, through March 31, 2027, and adopt a salary resolution effective May 18, 2025, which amends the Salary Schedule for positions in County Service pursuant to the DSA-CO MOU.

DISCUSSION

The previous DSA-CO MOU expired March 31, 2025. Negotiations began in January 2025 and after negotiation efforts from both DSA-CO and the County, a tentative agreement has now been reached by the County and the DSA-CO bargaining unit. The terms of the successor MOU have been reviewed and discussed with the Board. The Board is now being asked to formally approve the MOU for this bargaining unit which specifies wages, benefits, and other terms and conditions of employment for a term through March 31, 2027.

The successor MOU includes the following improvements:

1. Effective the pay period beginning May 18, 2025, unit employee salaries will be increased by two percent (2%).
2. Effective the pay period beginning April 5, 2026, unit employee salaries will be increased by two percent (2%).
3. Effective May 18, 2025, designated Custody Emergency Response Team (CERT) Members will receive 5% CERT pay for each hour worked in response to a CERT incident or for CERT-related training.
4. Effective May 18, 2025, the currently provided uniform allowance of \$700 per year, will increase to \$800 per year.
5. A reimbursement, up to \$1,000 per employee per year, will be provided to each eligible employee for approved classes/course trainings in areas not otherwise eligible for reimbursement under County Personnel Rule 20.10

Additionally, non-substantive clerical revisions were also made to document and incorporate existing terms and conditions language and previous MOU language. Included are items related to clarifying the application of callback while not on standby pay as well as matching CTO procedures and vacation scheduling language to that in the Deputy Sheriff MOU.

ALTERNATIVES

The Board could decline to approve this recommendation; this is not recommended as the proposed MOU is the product of a good faith bargaining process in which both the bargaining unit and the County have reached an agreement.

OTHER AGENCY INVOLVEMENT

County Counsel has approved the resolution as to form. The County Administrative Office has reviewed the recommendation and has the concurrence of the County Executive Officer (CEO). The Auditor-Controller's office has reviewed the recommendation. Gage Dungy, Partner of Liebert Cassidy Whitmore (LCW) served as the County's Chief Labor Negotiator during this process.

FISCAL IMPACT

The approximate two-year aggregate cost increase related to the additional improvements for salaries and benefits resulting from the cost-of-living adjustments is \$357,687, as well as \$5,606 for the 5% CERT pay, and \$10,600 for the increase in uniform allowance, for a total of \$373,893, 100% of which will impact the General Fund. The affected department's Fiscal Year 24/25 Adopted Budgets includes funds appropriated for this increase and the department will include appropriate funding in future requested budgets.

ATTACHMENTS:

- 1: Resolution
- 2: Salary Resolution
- 3: DSA-CO MOU 2025-2027 Redline
- 4: DSA-CO 2025-2027 Final