

STAFF REPORT

BOARD MEETING DATE: January 9, 2024

CATEGORY: Regular Calendar 5

SUBJECT: Adopt a resolution which approves a successor Memorandum of Understanding (MOU) between the Sheriff's Administrative Association (SAA) and the County of Shasta covering the period of January 1, 2024, through December 31, 2025, and adopt a salary resolution effective January 14, 2024, which amends the Salary Schedule for positions in County Service pursuant to the SAA 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>	<u>General Fund Impact?</u>
Simple Majority Vote	General Fund Impact

RECOMMENDATION

Take the following actions: (1) Adopt a resolution which approves a successor Memorandum of Understanding (MOU) between the Sheriff's Administrative Association (SAA) and the County of Shasta covering the period of January 1, 2024, through December 31, 2025; and (2) adopt a salary resolution effective January 14, 2024, which amends the Salary Schedule for positions in County Service pursuant to the SAA MOU.

DISCUSSION

Negotiations with SAA began in November 2023. The current MOU between SAA and County of Shasta expired on December 31, 2023. The terms of the successor MOU have been reviewed and discussed with the Board in closed session. 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 of January 1, 2024, through December 31, 2025.

The MOU includes the following improvements:

1. Effective the pay period beginning on January 14, 2024, unit employee salaries will be increased by two and one-half percent (2.5%);
2. Effective the pay period beginning on January 12, 2025, unit employee salaries will be increased by two and one-half percent (2.5%);
3. Employees who hold an Intermediate POST Certificate shall receive four and one-half percent (4.5%) above the base salary wage for their class;
4. Employees who hold an Advanced POST Certificate shall receive an additional three and one-half percent (3.5%) for a total of eight percent (8%) above the base wage for their class;
5. Any Correctional Lieutenant who meets intermediate certificate requirements shall receive an additional three percent (3%) of base wages;
6. Any Correctional Lieutenant who meets advanced certificate requirements shall receive an additional four percent (4%) of base wages, for a maximum of seven percent (7%) above base wages;
7. Add three dollars per hour (\$3/hr.) to the Correctional Lieutenant job classification at A-step with corresponding adjustments to each higher salary step, effective beginning January 14, 2024.
8. Unit employees with at least three (3) years of continuous service with Shasta County and who have achieved an overall performance rating of Meets Expectations or higher on their most recent performance evaluation will receive an additional

two percent (2%) of base pay;

9. Unit employees with at least ten (10) years of continuous service with Shasta County and who have achieved an overall performance rating of Meets Expectations or higher on their most recent performance evaluation will receive four percent (4%) of base pay (not cumulative);
10. Unit employees with at least fifteen (15) years of continuous service with Shasta County and who have achieved an overall performance rating of Meets Expectations or higher on their most recent performance evaluation will receive five percent (5%) of base pay (not cumulative);
11. Unit employees with at least twenty (20) years of continuous service with Shasta County will receive five percent (5%) of base pay not contingent on an overall performance rating and not cumulative with other longevity stipends;
12. Beginning in February 2024 for premiums applied to March 2024 coverage, the County will calculate its contribution based upon ninety percent (90%) of the Employee Only medical premium cost and eighty-four percent (84%) of the Employee Plus One and Employee Plus Family medical premium cost categories of PERS Gold. The County contribution includes the PEMHCA minimum contribution. The employee will pay that portion of the premium not contributed by the County;
13. Beginning in December 2024 for premiums applied to January 2025 and in each subsequent year thereafter, the employee contribution percentage of the annual PERS Gold baseline premium for Employee Plus One and Employee Plus Family will increase by 2% annually until such time as the Employee Plus One and Employee Plus Family contributions reaches an 80% employer contribution / 20% employee contribution split of the annual PERS Gold health insurance contribution. The County contribution includes the PEMHCA minimum contribution. The employee is responsible for any medical premium costs exceeding the County contribution amount;
14. Employees may purchase additional life insurance under the County's policy or purchase coverage of life insurance for qualified dependents;
15. Unit employees will be provided one (1) floating holiday of up to eight (8) hours per calendar year;
16. The bereavement leave provisions have been revised to confirm with Government Code section 12945.7 regarding the amount of bereavement time off available for employees and add foster family members to the list of immediate family members which qualify for bereavement leave; and
17. Beginning in 2024 for the 2025 calendar year and going forward with each subsequent calendar year, a unit employee may elect to receive payment for up to one hundred and twenty (120) hours of unused administrative leave, vacation leave, or a combination thereof – in five (5) whole hour increments.

In addition, there were clerical and other minor changes made to this successor MOU in order to be consistent with other County MOUs and the Shasta County Personnel Rules.

The SAA bargaining team and unit employees should be recognized for their professionalism throughout the bargaining process that led to this agreement.

ALTERNATIVES

There are no alternatives since the proposed MOU is the product of a good faith bargaining process in which both the SAA bargaining unit and the County have reached an agreement.

OTHER AGENCY INVOLVEMENT

The County Administrative Office has reviewed the recommendation and has the concurrence of the County Executive Officer (CEO). The Auditor-Controller's office also reviewed the recommendation. Gage Dungy, Partner of Boutin Jones, Inc., served as the County's Chief Labor Negotiator during this process.

FISCAL IMPACT

The approximate two-year aggregate cost increase for salaries and benefits (FICA/Medicare, PERS Employer Contribution, 401A Contribution, Health and Life Insurance, Other Post-Employment Benefits, Unemployment Insurance, and Workers Compensation) for unit employees is \$348,989. Approximately \$188,986 is salary and \$160,003 is benefit costs. The affected departments will review their current Fiscal Year budgets and submit budget amendments if needed.

ATTACHMENTS:

- 1: Resolution
- 2: Salary Resolution
- 3: SAA MOU - Redline
- 4: SAA MOU - Final