

STAFF REPORT

BOARD MEETING DATE: October 17, 2023

CATEGORY: Regular Calendar 15

SUBJECT: Take the following actions: (1) Adopt a resolution which approves a successor Memorandum of Understanding (MOU) between the Deputy Sheriffs Association – Deputy Sheriff, Sergeant, and District Attorney Investigator Unit (DSA-DSS/DAI) and the County of Shasta covering the period of September 1, 2023 through August 31, 2025; and (2) adopt a retroactive salary resolution, effective October 8, 2023, which amends the Salary Schedule for positions in County Service pursuant to the DSA-DSS/DAI 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

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

Take the following actions: (1) Adopt a resolution which approves a successor Memorandum of Understanding (MOU) between the Deputy Sheriffs Association – Deputy Sheriff, Sergeant, and District Attorney Investigator Unit (DSA-DSS/DAI) and the County of Shasta covering the period of September 1, 2023 through August 31, 2025; and (2) adopt a retroactive salary resolution, effective to October 8, 2023, which amends the Salary Schedule for positions in County Service pursuant to the DSA-DSS/DAI MOU.

DISCUSSION

Negotiations with DSA-DSS/DAI began in July 2023. The MOU expired on August 31, 2023. The terms of the 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 August 31, 2025.

The successor MOU includes the following improvements:

1. Effective the pay period beginning on October 8, 2023, unit employee salaries will be increased by two and one-half percent (2.5%);
2. Effective the pay period beginning on September 8, 2024, unit employee salaries will be increased by two and one-half percent (2.5%);
3. Effective the pay period beginning October 8, 2023, unit who have achieved an overall performance rating of Meets Expectations or higher on their most recent performance evaluation shall be eligible for the following non-cumulative longevity pay stipends: two percent (2%) of base pay at three (3) years of continuous Shasta County service; four percent (4%) of base pay at ten (10) years of continuous Shasta County service; five percent (5%) of base pay at fifteen (15) years of continuous Shasta County service. Such stipends are not Persable.
4. Effective the pay period beginning October 8, 2023, unit employees with at least twenty (20) years of continuous service with Shasta County will receive five percent (5%) of base pay, which is Persable.
5. Carryover the 2023 PERS Gold baseline employee contribution amounts for Employee Only, Employee + 1, and Employee + Family as the 2024 PERS Gold baseline employee contribution amounts.
6. 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 Only will increase by 2% annually until such time as the Employee Only contribution reaches a 90% employer contribution / 10% employee contribution split of the annual PERS Gold health insurance contribution.

7. 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 + 1 and Employee + Family will increase by 2% annually until such time as the Employee + 1 and Employee + Family contributions reaches an 80% employer contribution / 20% employee contribution split of the annual PERS Gold health insurance contribution.
8. Unit employees will have the ability to purchase additional life insurance in an amount up to three times their annual salary subject to a maximum amount of \$300,000, at the employee's own expense, through the County's group life insurance plan;
9. Unit employees will be provided one (1) floating holiday of up to twelve (12) hours per calendar year;
10. The three (3) month waiting period to access personal sick leave accruals will be eliminated for new employees;
11. The waiting period to access vacation accruals will be reduced from twelve (12) months to six (6) months;
12. 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;
13. The annual leave buyout amount will be increased to 80 hours beginning in Calendar Year 2024.

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

The DSA-DSS/DAI bargaining team and unit employees should be recognized for their professionalism throughout the bargaining process that led to this agreement.

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. Further, failure to approve the recommendation would result in County staff and the County's Chief Labor Negotiator continuing the bargaining process, which could result in additional expense associated with staff time, legal fees, fact finding procedures, etc. This would also further delay employee salary and benefit improvements which could impact employee recruitment and retention efforts.

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 has 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) resulting from the cost-of-living adjustments is \$715,381. The total two-year aggregate cost increase of the recommended improvements is \$1,134,431, all of which is General Fund impact. The changes to the Health Insurance formula will lengthen the timeframe for unfunded liabilities to achieve appropriate funding levels. The affected department's Fiscal Year 23/24 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-DSS DAI MOU – Redline
- 4: DSA-DSS DAI MOU – Final