



Agenda Date: 10/9/2007
Agenda Placement: 6H

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Mark Gregersen - Director
Human Resources
REPORT BY: Olivia Soria, Staff Services Analyst II , 253-4945
SUBJECT: Resolution Approving DSA and DSA-Supervisory Tentative Labor Contract Agreement

RECOMMENDATION

Human Resources Director requests adoption of a resolution approving the Total Tentative Agreement with the Deputy Sheriffs' Association and Deputy Sheriffs' Association-Supervisory Units for a new labor contract through October 2, 2009.

EXECUTIVE SUMMARY

The County and Union entered into a Total Tentative Agreement (TTA) dated September 28, 2007, for a new collective bargaining agreement covering the period October 6, 2007 to October 2, 2009. The Union has informed the County that the TTA was ratified by the Union membership. The TTA is presented today for approval by the Board of Supervisors. The complete labor contract will be presented to the Board in the near future. Staff is recommending approval of the TTA.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	The total cost of the tentative agreement for the first year is approximately \$500,000 and \$300,000 the second year. Any increased costs associated with the tentative agreement during Fiscal Year 2007-2008 will be absorbed from within the current Sheriff's Department operating budget. The first general increase is in July 2008. Funds will be included in the Fiscal Year 2008-2009 budget to cover that increase as well as for increase in FY 2009-2010.
Is it Mandatory or Discretionary?	Discretionary

Discretionary Justification:	This action is part of the overall negotiations which will conclude with Board and Union ratification of the complete successor Memoranda of Understanding.
Is the general fund affected?	Yes
Future fiscal impact:	Funding will be appropriated in future fiscal year budgets as a result of negotiations.
Consequences if not approved:	Negotiations would continue.
Additional Information:	

ENVIRONMENTAL IMPACT

General Rule. It can be seen with certainty that there is no possibility the proposed action may have a significant effect on the environment and therefore CEQA is not applicable [See Guidelines For the Implementation of the California Environmental Quality Act, 14 CCR 15061(b)(3)].

BACKGROUND AND DISCUSSION

The Memoranda of Understanding with the Deputy Sheriffs' Association will expire on October 5, 2007. Representatives of the County and Union began negotiating a new labor contract about two months ago. On September 28, 2007, the parties reached a Total Tentative Agreement (TTA) for a new labor contract covering the period October 6, 2007 to October 2, 2009. The Union has ratified the TTA. The parties are finalizing the language of the complete Memoranda of Understanding which will be presented to the Board of Supervisors for approval at a later date. A summary of the major provisions of the new agreement are described below. Further details are included in the TTA which is attached.

- | **Term:** Two years from October 6, 2007 to October 2, 2009.
- | **General Salary Increases:** July 2008 and 2009 increases will be based on the Bay Area CPI with a minimum of 2.5% and a maximum of 5%. In addition, there is a 1.42% increase scheduled on December 28, 2008.
- | **Premium Pay Increases:** Increases were made to a number of premium pays which lagged labor market averages.
- | **Court Time:** Court overtime was changed to a minimum of 3 hours at the overtime rate.
- | **Vacation Buyout:** A vacation buyout of up to 40 hours is included which will reduce overtime expenses.
- | **FMLA/CFRA Leave:** Allows FMLA (Family Medical Leave Act) and CFRA (California Family Rights Act) leave to run concurrent with other appropriate paid leaves.
- | **Health Care Contribution:** Standardizes employer health contributions with the contributions for other County employee groups.
- | **Overtime:** Waiver of the requirement that an employee of the Sheriff's Department must not have more than one day of paid leave in a pay period in order to be eligible for the 1.5 base pay overtime rate during periods of critical staffing.
- | **Retirement Survivors Benefit:** Standardizes the 1959 Survivors' Benefits with other employee groups.

The proposed resolution approves the TTA dated September 28, 2007, and directs staff to finalize the successor Memoranda of Understanding and bring them before the Board for review and final approval.

SUPPORTING DOCUMENTS

A . Total Tentative Agreement 9-28-07

B . Resolution

CEO Recommendation: Approve

Reviewed By: Karen Gratton