

County Of Sonoma Agenda Item Summary Report

Clerk of the Board Use Only
Meeting Date **Held Until**
 / / / /
Agenda Item No: **Agenda Item No:**
 _____ _____

Department: Human Resources

4/5 Vote Not Required

Contact:
Dan Fulks

Phone:
(707) 565-2939

Board Date:
11/17/2009

Deadline for Board Action:

AGENDA SHORT TITLE: Memorandum of Understanding between the County of Sonoma and the Sonoma County Law Enforcement Association (S.C.L.E.A.), Bargaining Units 30, 40, 41, and 70. .

REQUESTED BOARD ACTION: Adopt Resolution approving Memorandum of Understanding between the County of Sonoma and the S.C.L.E.A. for the period of November 17, 2009 through November 30, 2010. .

CURRENT FISCAL YEAR FINANCIAL IMPACT

EXPENDITURES:

ADDITIONAL FUNDS REQUIRING BOARD APPROVAL:

Estimated Cost	\$97,121	Contingencies	\$0
		(Fund Name:)	
Amount Budgeted	\$0	Unanticipated Revenue	\$0
		(Source:)	
Other Available Appropriations	\$0	Other Transfers	\$0
(Explain Below)		(Source:)	
Additional Requested	\$0	Additional Funds Requested	\$0

Explanation (if required): The fiscal year cost of \$97,121, for 2009-2010, includes the estimated additional retirement contribution of \$26,593. The annual cost is estimated at \$263,436 of which \$72,131 is the estimated additional retirement contribution. .

Prior Board Action: Memorandum of Understanding adopted by the Board on January 14, 2003, Resolution Number 03-0055, Implemented Terms and Conditions of Employment adopted by the Board on January 8, 2008, Resolution Number 08-0045, and Implemented Terms and Conditions of Employment adopted by the Board on December 16, 2008, Resolution Number 08-1081. .

Alternatives – Results of Non-Approval: The changed salaries, terms and conditions of employment will not be adopted and employees represented by S.C.L.E.A. will continue to operate under the terms of the expired M.O.U. and the Terms and Conditions of Employment Implemented on January 8, 2008 and December 16, 2008. .

Background: Representatives of the County and of the Sonoma County Law Enforcement Association, S.C.L.E.A., met and conferred and on October 28, 2009 the parties tentatively agreed regarding the terms and conditions of employment of a successor Memorandum of Understanding to become effective November 17, 2009, contingent upon Board approval. The S.C.L.E.A. ratified this tentative agreement on November 10, 2009. The following is a brief summary of the major changes of the recommended M.O.U.:

1. The term of the M.O.U. is November 17, 2009 through November 30, 2010.
2. For the term of this contract there shall be a zero percent (0.00%) cost of living adjustment, C.O.L.A.
3. Effective February 23, 2010, employees in certain classifications shall receive equity adjustments as outlined in the attached Tentative Agreement, Article 7, dated October 28, 2009, with agreement on new survey agencies consistent with other County Bargaining Units.
4. Limiting Holiday Compensation as it pertains to Employees on Leave Without Pay.
5. Standby and Training Pay Provisions for Helicopter Pilots.

The agreement also incorporates the provisions of the terms and conditions of employment that were implemented January 8, 2008 and December 16, 2008, including the following:

1. Hourly Cash Allowance.
2. Medical Insurance for Active Employees.
3. Medical Benefits for Future Retirees Hired Before January 1, 2009.
4. Retiree Medical Benefits for Future Employees Hired On or After January 1, 2009.
5. Elimination of Dual Medical Coverage.

Costs: The cost to the County to implement this proposal for the fiscal year, 2009/2010, is estimated to be \$97,121 (all funds), of which \$26,593 is the estimated additional retirement contribution.

The annual cost to the County to implement this proposal is \$263,436 (all funds), of which \$72,131 is the estimated additional retirement contribution.

Recommendation: Approve the attached resolution to adopt the 2009-2010 Memorandum of Understanding as proposed by the parties.

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Attachments: Resolution, Tentative Agreement, Salary Table, Costing Attachment. .

On File With Clerk: None.

CLERK OF THE BOARD USE ONLY

Board Action (If other than "Requested")	Vote:

Background information is on file at:

County of Sonoma Board of Supervisors Office
575 Administration Drive, Room 100A
Santa Rosa, CA 95403

It can be viewed and/or copies requested during regular business hours, 8:00 a.m. to 5:00 p.m., Monday through Friday. Call (707) 565-2241 for more information.