



# MARIPOSA COUNTY

Human Resources/Risk Management • (209) 742-1376



## **RESOLUTION - ACTION REQUESTED 2016-67**

MEETING: February 9, 2016  
TO: The Board of Supervisors  
FROM: Steve Johnson, Human Resources Director - Risk Manager  
RE: Approve DSA MOU Effective October 1, 2015 to December 31, 2018

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### **RECOMMENDATION AND JUSTIFICATION:**

Approve a thirty-nine month Memorandum of Understanding (MOU) with the Deputy Sheriffs' Association (DSA) effective October 1, 2015 through December 31, 2018; authorize the Board of Supervisors Chair to sign the MOU; and authorize the Auditor to increase appropriations to each affected budget unit in order to implement the provisions of the MOU. Pursuant to Article 20 "Duration" of the previous MOU, the parties have met and conferred and have agreed to enter into this MOU.

After several sessions with the DSA and meeting separately in several Closed Sessions with the Board of Supervisors, a successful Tentative Agreement was reached which includes:

- A cost-of-living adjustment of 12% over the thirty-nine month period with an agreement that employees will pay the remaining 3% of their retirement contribution of 9% at the end of the contract term (excludes employees subject to the Public Employees' Pension Reform Act as they presently pay for their retirement contribution);
- An increase of \$200 over the contract period to employees' monthly Flexible Benefit Allowance (FBA) - the FBA can be used towards an employee's health and welfare benefits or towards deferred compensation or it can be taken as cash;
- An increase of \$150 over the contract period to employees' monthly uniform allowance;
- An increase to shift differential pay and stand-by pay;
- Eliminating the waiting period for employees who are in possession of an Intermediate POST and Advanced POST certificate;
- Extending the probationary period for new employees from one year to eighteen months;
- Language clarification to the POST pay provision, to the Personal Necessity Leave provision, and to the Discipline provisions.

### **BACKGROUND AND HISTORY OF BOARD ACTIONS:**

The Board of Supervisors agreed to the negotiated issues contained in the Tentative Agreement with the DSA.

### **ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

If not approved, it will be necessary to reopen negotiations and this could result in a

charge of unfair labor practices.

**FINANCIAL IMPACT:**

**Funding will be appropriated into each affected budget unit by the Auditor's office with the end of the fiscal year adjustments.**

**ATTACHMENTS:**

**DSA MOU 2015-2018 (PDF)**

**CAO RECOMMENDATION**

Requested Action Recommended



Mary Hodson, CAO

2/4/2016

**RESULT: ADOPTED [UNANIMOUS]**

**MOVER:** Marshall Long, District III Supervisor

**SECONDER:** Kevin Cann, District IV Supervisor

**AYES:** Smallcombe, Jones, Long, Cann, Carrier