

1



AGENDA STAFF REPORT

MEETING DATE: 9/6/16
LEGAL ENTITY TAKING ACTION: Board of Supervisors
BOARD OF SUPERVISORS DISTRICT(S): All Districts
SUBMITTING AGENCY/DEPARTMENT: Human Resource Services
DEPARTMENT HEAD REVIEW: *Brenda Diederichs*
Department Head Signature
DEPARTMENT CONTACT PERSON(S): Brenda Diederichs (714) 834-2836
 Robert O'Brien (714) 834-4078

DEPARTMENT HEAD REVIEW
 2016 AUG 31 AM 8:46
 CLERK OF THE BOARD
 ORANGE COUNTY
 BOARD OF SUPERVISORS

SUBJECT: Approve 2016 – 2019 Memorandum of Understanding with Association of Orange County Deputy Sheriffs

CEO CONCUR

COUNTY COUNSEL REVIEW

CLERK OF THE BOARD

Discussion

CEO Signature

APPROVE AS TO FORM

Action

County Counsel Signature

3 Votes Board Majority

Budgeted: Yes

Current Year Cost: See Financial Impact Section

Annual Cost: See Financial Impact Section

Staffing Impact: No

of Positions:

Sole Source: N/A

Current Fiscal Year Revenue: N/A

Funding Source: See Financial Impact Section

County Audit in last 3 years: No

Prior Board Action: N/A

RECOMMENDED ACTION(S)

Approve and adopt the attached 2016 - 2019 Memorandum of Understanding between the County of Orange and the Association of Orange County Deputy Sheriffs for the Peace Officer and Supervising Peace Officer Unit for the period of July 1, 2016, to June 30, 2019.

SUMMARY:

Human Resource Services requests approval and adoption of the 2016 - 2019 Memorandum of Understanding between the County of Orange and the Association of Orange County Deputy Sheriffs for the Peace Officer and Supervising Peace Officer Unit which will ratify the terms and conditions of employment.

BACKGROUND INFORMATION:

Association of Orange County Deputy Sheriffs (AOCDS) represents approximately 1,876 employees in nine different Peace Officer classifications: Deputy Sheriff Trainee, Deputy Sheriff I & II, Sergeant, Investigator, Investigator I, District Attorney Investigator, Polygraph Operator, and Supervising Attorney's Investigator.

On May 24, 2016, representatives of the County and AOCDS commenced the meet and confer process to negotiate a successor agreement to the 2012-2016 Memorandum of Understanding (MOU). Over the next three months, the parties met on multiple occasions and collaboratively arrived at a tentative agreement on August 24, 2016, on the proposal under consideration by your Honorable Board.

This agreement reflects the Board's desire for (1) a transition from Annual Leave and conversion back to Sick and Vacation Leave, (2) additional information/transparency related to the AOCDS Medical Insurance Trust Fund, and (3) maintaining a competitive standing among comparable law enforcement agencies for recruitment and retention purposes.

A summary of the more significant deal points in the 2016 - 2019 MOU include:

Term

July 1, 2016 – June 30, 2019.

Wages

- Within 60 days following Board adoption of the 2016-2019 MOU, a one-time non-base building lump sum payment will be provided to employees equal to 0.5% of the employee's yearly base salary in effect as of the day before the Board adoption of the 2016-2019 MOU.
- Effective the first pay period following Board adoption of the 2016-2019 MOU, the unadjusted base hourly salary rate for each range and step assigned to each class within the Peace Officer and Supervising Peace Officer units shall be increased by 2.5%.
- Effective the first pay period in July 2017, the unadjusted base hourly salary rate for each range and step assigned to each class within the Peace Officer and Supervising Peace Officer units shall be increased by 1.5%.
- Effective the first pay period in January 2018, the unadjusted base hourly salary rate for each range and step assigned to each class within the Peace Officer and Supervising Peace Officer units shall be increased by 1.5%.
- Effective the first pay period in July 2018, the unadjusted base hourly salary rate for each range and step assigned to each class within the Peace Officer and Supervising Peace Officer units shall be increased by 1.5%.
- Effective the first pay period in January 2019, the unadjusted base hourly salary rate for each range and step assigned to each class within the Peace Officer and Supervising Peace Officer units shall be increased by 1.5%.

AOCDS Medical Insurance Trust Fund

The parties agree to the modified language under Article XIII, Section 4. (AOCDS Medical Trust Insurance Fund). In addition, effective the first pay period in January 2018, the County shall contribute \$1,280 per month for each full-time enrolled regular, limited-term, and probationary employee on paid status; effective the first pay period in January 2019, the County shall contribute \$1,395 per month.

Annual Leave Conversion

Effective the first pay period in January 2017, AOCDS represented employees will transition from accruing annual leave to accruing vacation and sick leave.

Retiree Medical Plan

Effective the first pay period in January 2019, employees hired prior to adoption of the 3% at 55 safety retirement formula shall have their Retiree Medical Annual Required Contribution (ARC) reduced from 1.6% to 0% of their bi-weekly base salary. The County will pick-up the cost of the reduction of these amounts.

Premium Pay

- Effective the first pay period in January 2017, any deputy who meets the minimum qualifications and training required of a special operations pilot will receive Air Support Special Operations Pay in the amount of \$438.46/bi-weekly.
- Effective the first pay period in January 2017, employees assigned as Fixed Wings Pilot/Observer will be eligible to receive premium pay in the amount of \$267.69/bi-weekly.
- Effective the first pay period in January 2017, Training Officer Assignment Pay will increase as follows: Jail Training Officer and DA Investigator Training Officer Pay will increase to \$2.00 per hour worked; Patrol Field Training Officer Pay will increase to \$3.50 per hour worked.
- Effective no later than July, 1, 2018, the Master Field Training Officer (MFTO) assignment will commence. Employees assigned as an MFTO will receive a monthly premium in the amount of \$695 per month.

Educational Incentive Pay

Effective the first pay period in January 2019, deputies with a Bachelor's degree or higher will receive \$250 per month.

Education and Professional Reimbursement

New Article III which outlines the Education and Professional Reimbursement Program and an increase in tuition reimbursement from \$2,000 to \$3,000 annually.

Miscellaneous

The proposed MOU includes minor modifications to other areas of the contract including lateral hires, on-the-job injuries, classification studies, and promotions.

FINANCIAL IMPACT:

The estimated total cost incurred over the term of the MOU is \$62.2M, \$37.1M of which is NCC. \$7.9M (\$4.7M NCC) of the total estimated costs will occur in FY 2016-17; \$18.5M (\$11M NCC) will occur in FY 2017-18; \$35.7M (\$21.4M NCC) will occur in FY 2018-19. In addition to NCC funding, other funding sources may include charges for services to contract partners, as well as Prop 172, AB109, ICE revenue and State/Federal grants.

STAFFING IMPACT:

N/A

ATTACHMENT(S):

Attachment A – 2016-2019 Association of County Deputy Sheriffs MOU

Attachment B - 2016-2019 Association of County Deputy Sheriffs MOU (redlined version)

Attachment C - Signed Deal Points (Tentative Agreement)