

<b>COUNTY OF SONOMA AGENDA ITEM SUMMARY REPORT</b>			Clerk of the Board Use Only Meeting Date                      Held Until ___/___/___                      ___/___/___	
			Agenda Item No:                      Agenda Item No: _____                      _____	
<b>Department:</b> Human Resources			<b>(    ) 4/5 Vote Required</b>	
<b>Contact:</b> Ann Goodrich	<b>Phone:</b> (707) 565-2331	<b>Board Date:</b> 8/25/09	<b>Deadline for Board Action:</b> 8/25/09	
<b>Agenda Short Title:</b> Memorandum of Understanding between the County of Sonoma and the Sonoma County Law Enforcement Managers Association (SCLEMA), Bargaining Unit 44.				
<b>Requested Board Action:</b>  Adopt Resolution approving Memorandum of Understanding between the County of Sonoma and the SCLEMA for the period of September 9, 2009 - September 7, 2010.				
<b>CURRENT FISCAL YEAR FINANCIAL IMPACT</b>				
<b><u>Expenditures</u></b>			<b><u>Add'l Funds Requiring Board Approval</u></b>	
Estimated Cost	\$		Contingencies	\$
			(Fund Name: )	
Amount Budgeted	\$		Unanticipated Revenue	\$
			(Source: )	
Other Avail Approp (Explain below)	\$	_____	Other Transfer(s)	\$
			(Source: )	_____
<b>Additional Requested:</b>	<b>\$</b>		<b>Add'l Funds Requested:</b>	<b>\$</b>
<b>Explanation (if required):</b>				
<b>Prior Board Action(s):</b> Memorandum of Understanding adopted by the Board on February 24, 2009, Resolution No: 09-0163.				
<b>Alternatives – Results of Non-Approval:</b> The changed terms and conditions of employment will not be adopted and employees represented by SCLEMA will continue to operate under the terms of the current MOU which will expire on September 8, 2009.				

**Background:**

Representatives of the County and of the SCLEMA have met and conferred and tentatively agreed regarding the terms and conditions of employment of a successor Memorandum of Understanding (MOU). The SCLEMA ratified this tentative agreement on August 3, 2009. The following is a brief summary of the major changes of the recommended MOU:

1. Term: The term of the MOU is September 9, 2009 through September 7, 2010.
2. HRMS: The parties agree that the County may exercise a re-opener during the term of the agreement to meet and confer on administrative changes that may be necessary due to the implementation of the County's new Human Resources Management System.
3. LTD: Effective October 1, 2009, the parties have agreed to replace the County's LTD plan with the PORAC Plan. The parties acknowledge that this results in an average per member cost savings to the County in excess of \$73.00 per month. The County agrees to share in the cost savings with the members of SCLEMA only as long as it is cost neutral to the County on a going forward basis as follows:
  - A. Effective October 1, 2009, the County shall contribute \$24.28 per pay period to each member's deferred compensation account. Due to the capacity of the current payroll system, the monies shall be deposited in each member's account every six months, April 1<sup>st</sup>, October 1<sup>st</sup>, of each calendar year. The County will deposit into a member's Deferred Comp account a pro-rated amount, for any member separating from County employment between October 1<sup>st</sup>, and April 1<sup>st</sup>; or between April 1<sup>st</sup>, and October 1<sup>st</sup>, of each calendar year.
4. Salary:
  - A. The parties agree that from September 9, 2009 through September 7, 2010, the classifications of Sheriff Captain (Correctional) and Correctional Lieutenant, shall be paid 95% of the base wage rate for the Sheriff's Captain and Lieutenant classifications. Effective September 8, 2010, the classifications of Sheriff's Captain (Correctional) and Correctional Lieutenant shall receive the same base wage rate as the Sheriff's Captain and Lieutenant.
  - B. For the term of this contract all classified employees within this unit shall receive zero percent (0%) salary increases.

**Costs**

The Fiscal Year 09-10 cost to implement this proposal are estimated to be \$13,179.00, of which \$3,520.00 is attributed to the County's increased retirement contributions. The annualized costs are estimated at \$17,133.00 of which \$4,575.00 are the County's increased retirement contributions.

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

**On File With Clerk:**

**CLERK OF THE BOARD USE ONLY**

**Board Action** (If other than "Requested")

**Vote:**
