

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 Required	
Contact: Dan Fulks	Phone: (707) 565-2939	Board Date: 9/15/09	Deadline for Board Action: 9/15/09	
<p>Agenda Short Title: Mandatory Time Off (MTO) and freezing of Staff Development Benefit and Physical Fitness Allowances.</p> <p>Requested Board Action: Adopt Resolution approving Letters of Understanding with the Sonoma County Deputy Sherriffs' Association (DSA) and the Deputy Sheriffs' Law Enforcement Management Unit (DSLEM), implementing the Mandatory Time Off (MTO) Program and freezing the Staff Development Benefit and Physical Fitness Allowances for fiscal year 2009-2010, effective September 15, 2009 and delaying the first MTO payroll deduction effective date until September 22, 2009.</p>				
CURRENT FISCAL YEAR FINANCIAL IMPACT				
<u>Expenditures</u>			<u>Add'l Funds Requiring Board Approval</u>	
Estimated Cost	\$		Contingencies	\$
			(Fund Name:)	
Amount Budgeted	\$		Unanticipated Revenue	\$
			(Source:)	
Other Avail Approp (Explain below)	\$	_____	Other Transfer(s)	\$
			(Source:)	_____
Additional Requested:	\$		Add'l Funds Requested:	\$
<p>Explanation (if required): No increased cost for this action. If enacted these actions will save approximately \$495,000 to all funds.</p>				
<p>Prior Board Action(s): August 25, 2009, MTO adopted for all County employees except DSA/DSLEM and SCPA, and Staff Development freeze for fiscal yr 09-10 for employee organizations except DSA/DSLEM and SCPA.</p>				
<p>Alternatives – Results of Non-Approval: Savings will not be realized, and alternative actions reducing programs and deletion of positions will be necessary.</p>				

Background:

On August 25, 2009, your Board adopted a Concurrent Resolution approving Letters of Understanding with employee organizations, implementing the Mandatory Time Off (MTO) and freezing the Staff Development/Management Benefit Allowance/Tuition and Textbook/Physical Fitness Allowances effective August 25, 2009 for fiscal year 2009-2010. At that time, DSA, DSLEM, and the Sonoma County Prosecutors' Association (SCPA) had not agreed to these proposed cost saving measures, but your Board authorized the Chair to execute agreements with any of these groups should such be reached in time for implementation as planned.

On August 25, 2009 the County was notified that the DSA and DSLEM membership voted and approved MTO and the Staff Development freeze. The signed Letters of Understanding are attached. The resolution for your consideration formally approves these letters with a slightly delayed implementation of the payroll deduction and provides a more complete administrative record of your decision.

If adopted, the effective date of the MTO program will be September 15, 2009, with payroll deductions for MTO effective on September 22, 2009, the beginning of the closest pay period. Members of these bargaining units will see a 2.5% reduction in their pay checks over the balance of this fiscal year to provide the overall 1.9% pay reduction required by the MTO plan.

If adopted, the effective date for the freezing of the Staff Development Benefit and Physical Fitness Allowances will be September 15, 2009, except for payments necessary to maintain the County owned exercise equipment up to a total cost to the County capped at \$7,500 for DSA, DSLEM, and SCLEA.

The County has received no communication from the remaining employee organization, the Sonoma County Prosecutors' Association, that has not agreed to the MTO plan. With the agreement of the DSA and DSLEM, only the classifications in the SCPA, namely Deputy District Attorneys and Child Support Attorneys, will not be participating in the 5 day Mandatory Time Off plan.

Requested Board Action:

Adopt Resolution approving Letters of Understanding with the Sonoma County Deputy Sherriffs' Association (DSA) and the Deputy Sheriffs' Law Enforcement Management Unit (DSLEM), implementing the Mandatory Time Off (MTO) Program and freezing the Staff Development Benefit and Physical Fitness Allowances for fiscal year 2009-2010, effective September 15, 2009 and delaying the first MTO payroll deduction effective date until September 22, 2009.

Attachments: Resolution, Letters of Understanding, Attachment A

On File With Clerk:

CLERK OF THE BOARD USE ONLY

Board Action (If other than "Requested")

Vote:

