

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

870



FROM: Human Resources Department

SUBMITTAL DATE:
January 25, 2005

SUBJECT: Approval of the 2005 - 2007 Memorandum of Understanding with Riverside Sheriffs Association (RSA)

RECOMMENDED MOTION: That the Board of Supervisors approve the attached 2005 - 2007 Memorandum of Understanding between the Riverside Sheriffs Association and the County of Riverside (Attachment B).

BACKGROUND: RSA asked to open negotiations for a new Memorandum of Understanding. Discussions started on June 30, 2004 and fifteen (15) bargaining session were held. A tentative agreement for a new three (3) year Memorandum of Understanding, covering 2005 through 2007, was reached on December 22, 2004. RSA has advised us that the agreement was ratified by ballot of the represented members.

A summary of the key elements of the Memorandum of Agreement is attached (Attachment A).

Departmental Concurrence

Ronald W. Komers
Asst. County Executive Officer/Human Resources Dir.

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 2,256,709	In Current Year Budget:	NO
	Current F.Y. Net County Cost:	\$ 1,722,866	Budget Adjustment:	YES
	Annual Net County Cost:	\$ 1,722,866	For Fiscal Year:	2004/05
SOURCE OF FUNDS: Department Budgets and Contract Revenue				Positions To Be Deleted Per A-30 <input type="checkbox"/>
				Requires 4/5 Vote <input type="checkbox"/>

C.E.O. RECOMMENDATION:
APPROVE.

County Executive Office Signature

- Dep't Recomm.: Policy
- Per Exec. Ofc.: Policy
- Consent
- Consent

Prev. Agn. Ref.:

District:

Agenda Number:

**ATTACHMENTS FILED
WITH THE CLERK OF THE BOARD**

3.26

BACKGROUND (continued)

The Memorandum of Understanding provides the Law Enforcement Unit parity in flexible benefit contributions with other represented units. At a time when the cost of health care is rising dramatically, granting increases in medical benefits to provide employees with the ability to pay for medical coverage is a prudent and cost effective course of action. The Memorandum of Understanding also provides reasonable salary enhancements for members of the unit and adjusts various special pays to correspond with market and workplace conditions.

Through a separate administrative agreement related to the RSA Benefits Trust the parties will share more information and there will be enhanced audits. The Memorandum of Understanding provides greater flexibility for the County to laterally hire seasoned law enforcement officers from other public agencies. In addition, the Memorandum of Understanding ensures appropriate fitness for duty examinations, reduces the administrative burden with respect to payroll, brings the County into compliance with State law on domestic partners, facilitates the prompt processing of grievance hearings, and clarifies payment for extradition assignments. This agreement also renews the County's commitment to provide safety retirement to Deputy Coroners should the CalPERS rules be amended to allow for that benefit.

Two items were deferred for further discussion over the next six (6) months: (i) the development of a career investigator program and (ii) the development of a wellness and fitness program. As you know, the cost of disability retirement is significant and a wellness and fitness program will aid in reducing the incidents of disability retirement. An additional item was left open for further discussion during the term of the Memorandum of Understanding: the transition of Correctional Deputies to PC 830.1c Limited Peace Officers.

The parties also agreed to strike a subcommittee to cooperate in a non-substantive cleanup of the Memorandum of Understanding pertaining to language, spelling, grammar, and formatting following the approval/ratification of the successor Memorandum of Understanding. We will return to the Board with any amendments to the Memorandum of Understanding that result from this cooperative effort. We have also agreed to periodic meetings to discuss improving cooperation regarding pay processes and other benefits issues.

We recommend approval of the Memorandum of Understanding. Costs for the contract will be borne by operating Departments and will be offset in part by revenue from contract cities.

Attachment "A"

Summary of RSA Settlement

- Term: Three Years – from January 1, 2005 to December 31, 2007
- Wages: Provide increases to base salary on the following timetable.

Position	1/6/2005	7/6/2006	7/5/2007	10/11/2007	Total
Deputy Sheriff	2%	2.5%	2.5%	1.5%	8.5%
Coroners	2%	3%	3%	1.5%	9.5%
Sheriff Corporals	2.5%	3%	3%	1.5%	10%
Correctional Employees	2%	2.5%	2.5%	1.5%	8.5%
DA Investigators	2.5%	3.5%	3.5%	1.5%	11%
Sheriff Investigators	2.5%	3.5%	3.5%	1.5%	11%

- POST Certificates: Increase premium pay for Intermediate Certificate from 4.75% to 6% and increase premium for Advanced Certificate from 7.5% to 11%
- Skill Pays and Specialty Assignments: Increase premium pay for these positions. [For example: K-9 Handler pay increased from \$0.55 to \$1.25 per hour, SWAT Team pay increased from \$0.625 to \$1.85 per hour.]
- Flexible Benefit Contributions: Provide parity with other unionized employees - \$568.00/month.
 - Effective June 9, 2005 - increase monthly contribution by \$111.28 to \$456.72
 - Effective June 8, 2006 - increase monthly contributions by \$111.28 to \$568.00
- RSA Benefits Trust: The County will add the Trust's Flexible Spending Account plans effective January 1, 2005. Through a separate administrative agreement the parties will share more information and provide enhanced audits on a regular basis.
- Facilitate Lateral Hires: The new MOU provides greater flexibility for the County to laterally hire seasoned law enforcement officers from other public agencies.
- Career Investigator Program and Wellness & Fitness Program. The parties agreed to bargain over the next six months with respect to these issues.
- Non-Smoking Policy: In accordance with Board policy, the County will adopt a non-smoking requirement with respect to candidates for employment in the law enforcement unit. RSA recognizes that it does not represent candidates for employment.
- Other Non-Economic Issues: Amendments were made to the MOU to ensure appropriate fitness for duty examinations, reduce the administrative burden with respect to payroll, bring the County into compliance with State law on domestic partners, facilitate the prompt processing of grievance hearings, and clarify payment for extradition assignments.