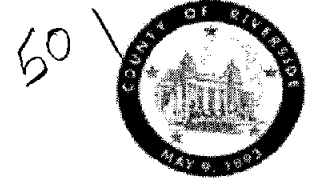


**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



FROM: Human Resources Department

SUBMITTAL DATE:
March 18, 2008

SUBJECT: Approval of the Tentative Agreements for renewal of a Memorandum of Understanding ("MOU") with Riverside Sheriffs Association, Inc. (RSA)

RECOMMENDED MOTION: That the Board of Supervisors approve the attached Tentative Agreements between the Riverside Sheriffs Association Inc. and the County of Riverside (Attachment B).

BACKGROUND: RSA asked to open negotiations for a new Memorandum of Understanding. Discussions started on July 16, 2007 and twenty-four (24) bargaining sessions were held. A tentative agreement for a new three (3) year Memorandum of Understanding, covering February 1, 2008 through January 31, 2011, was reached on February 14, 2008. 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).

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

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 4,302,879	In Current Year Budget:	NO
	Current F.Y. Net County Cost:	\$ 1,721,152	Budget Adjustment:	NO
	Annual Net County Cost:	\$ 3,442,303	For Fiscal Year:	2007/2008

SOURCE OF FUNDS: Department Budgets and Contract Revenue will absorb.	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION: APPROVE

BY:
Elizabeth J. Olson

County Executive Office Signature

- Policy
- Policy
- Consent
- Consent

Dep't Recomm.:
Per Exec. Ofc.:

Prev. Agn. Ref.: | **District:** | **Agenda Number:**

ATTACHMENTS FILED
WITH THE CLERK OF THE BOARD

3.21

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 establishes a financial incentive for employees who pursue a bachelor's or master's degree.

The Memorandum of Understanding, among other things, streamlines the grievance procedure, extends the County-wide bilingual pay enhancement to this unit, adjusts authorization for leaves to coincide with leave periods in state and federal laws, provides flexibility for the use of personal weapons, and permits better coordination of schedules with task force assignments.

Two items were deferred for further discussion over the next several months: (i) the development of a career investigator program and (ii) the potential transition of Correctional Deputies from public officers to limited duty peace officers.

The parties also agreed to form 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 Tentative Agreements. We will return to the Board with amendments to the Memorandum of Understanding that result from this cooperative effort.

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: One month extension (January 1, 2008 – January 31, 2008) plus an additional three years – from February 1, 2008 to January 31, 2011.

- Wages: Provide across the board increases to base salary on the following timetable.

<u>1/3/08</u>	<u>7/31/08</u>	<u>1/1/09</u>	<u>7/30/09</u>	<u>12/31/09</u>	<u>7/29/10</u>	<u>Total</u>
3.0%	1.5%	1.5%	2.0%	2.0%	2.0%	12%

- Education Incentive: Provide an education incentive to employees. 2.5% of base salary for a bachelor's degree starting July 3, 2008 and an additional 2.5% of base salary (for a total of 5%) for a master's degree starting July 2, 2009
- POST Certificates: Increase premium pay for Intermediate Certificate from 6% to 7% and increase premium for Advanced Certificate from 11% to 12% effective June 3, 2010.
- Flexible Benefit Contributions: Provide parity with other unionized employees (taking into account the subsidies for two-party and family rates)
 - Effective 1/3/08 - increase monthly contribution by \$72 to \$640.
 - Effective 1/1/09 - increase monthly contribution by \$36 to \$676
 - Effective 12/31/09 - increase monthly contributions by \$36 to \$712
- Skill Pays and Specialty Assignments: K-9 pay increased from \$105 per pay period to \$125 per pay period for care of dog.
- Career Investigator Program and The parties agreed to continue discussions over the next several months with respect to developing a career investigator program.
- Conversion of Correctional Deputies to 830.1(c) Peace Officers The parties agreed to reconvene later this year to discuss issues related to the conversion to 830.1(c) status.
- Other Non-Economic Issues: Amendments were made to the MOU to modify the grievance and arbitration procedure, adopt County wide enhancement to bilingual pay program, and bring the MOU into compliance with other County wide policies and procedures.

Attachment "B"

Summary of Law Enforcement Unit Tentative Agreements & Side Letters

- Comprehensive Tentative Agreement dated February 14, 2008
- Article IV – Added Education Incentive for Bachelor & Masters Degrees
- Article IV – Added employees shall work established shift schedule of task force
- Article IV – Replaced former bilingual pay program with current county-wide program
- Side Letter – Subcommittee to develop Career Investigator Program
- Article VII – Increased Leave of Absence period from 160 to 480 at Department discretion
- Article X – Increased reimbursement rate for meals
- Article VII – Increased payout for sick leave dependent on years of County service
- Article IV – Increased compensation for K-9 duty from \$105.00 to \$125.00 per pay period
- Side Letter – Reopener to meet and confer regarding transitioning Corrections to 830.1(c)
- Contract Extension Agreement – Agreement provides for 30 day contract extension and wage and benefit increases
- Article X – Revised mileage reimbursement to be consistent with IRS standard mileage rate
- Article XII – Modified language related to RSA representation of non-members
- Article XI – Revised grievance procedure to streamline process and provide an appeal process to the Board of Supervisors by either party following arbitration.
- Article VI – Modified language regarding the issuance of retirement badges/ID's
- Article X – Modified approval requirement for moving expenses from the Board of Supervisors to the Chief Executive Officer
- Article IV – Removed inconsistent language for DA Investigators related to the payment of standby pay
- Article XX – Added language for the use of department approved personal weapons by sworn personnel
- Article XX – Deleted Board policies from the body of the MOU and made reference to pertinent Board policies in the appendix.
- Article XII – Deleted Section 6 as a duplicate reference