



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: 18-889, Version: 1

Approve the Memorandum of Understanding (MOU) for the Monterey County Deputy Sheriffs' Association (MCDSA) Units A, B and C for the period July 1, 2016 through June 30, 2019.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Approve the Memorandum of Understanding (MOU) for the Monterey County Deputy Sheriffs' Association (MCDSA) Units A, B and C for the period July 1, 2016 through June 30, 2019.

SUMMARY/DISCUSSION:

On December 13, 2016, MCDSA Units A, B and C ratified a Tentative Agreement (TA) with the County of Monterey. The TA was considered and approved by the Board of Supervisors on December 9, 2016. Since then, the parties have been involved in extended discussion over clarifications in the terminology and development of the final MOU, which is presented today for your review and formal approval.

The MCDSA Units A, B and C MOU provides for changes to wages and benefits as presented.

OTHER AGENCY INVOLVEMENT:

MCDSA Units A, B and C members and County of Monterey staff contributed to the development of the MOU as presented.

FINANCING:

The Board of Supervisor previously authorized the financial terms through the TA on December 13, 2016. The estimated incremental increased ongoing cost for the MCDSA TA was \$580, 752 in Fiscal Year 2016-17, \$1,020,464 in Fiscal Year 2017-18 and \$1,255, 171 in Fiscal Year 2018-19. The Sheriff's Office incorporated these costs into their annual budget submissions.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The approval of this MOU by the Board of Supervisors will assist in recruiting and retaining a diverse and talented workforce to support the mission of Monterey County.

- ☐ Economic Development
- ☒ Administration
- ☐ Health & Human Services
- ☐ Infrastructure

__Public Safety

Prepared by: Brette Neal, Labor Relations Manager, 831-784-5722

Approved by: Irma Ramirez-Bough, Director of Human Resources, 831-755-5043

Attachments:

Attachment A: Redline DSA Master Contract 7-1-16 through 6-30-19

Attachment B: Redline DSA MOU Unit A Addendum 7-1-16 through 6-30-19

Attachment C: Redline DSA MOU Unit B Addendum 7-1-16 through 6-30-19

Attachment D: Redline DSA MOU Unit C Addendum 7-1-16 through 6-30-19

Attachment E: Final DSA Master Contract 7-1-16 through 6-30-19

Attachment F: Final DSA MOU Unit A Addendum 7-1-16 through 6-30-19

Attachment G: Final DSA MOU Unit B Addendum 7-1-16 through 6-30-19

Attachment H: Final DSA MOU Unit C Addendum 7-1-16 through 6-30-19