

2022 – 2025 Labor Update and Agreements

- Four groups up for discussion:
- Management Employee Association, 70 employees, to replace three-year MOU expiring June 30, 2022.
- Deputy Sheriff's Association, 43 employees, to replace three-year MOU expiring June 30, 2022.
- Senior Executives, 21 employees, to replace three-year Benefits Summary expiring June 30, 2022.
- Elected Officials, 6 employees, to replace three-year Benefits Summary expiring June 30, 2022.



Presented by Caleb Dardick, Assistant CEO and Steven Rose, HR Director

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Common Terms:

- 3-year terms (July 1, 2022 – June 30, 2025)
- Equitable Cost of Living Adjustments (COLA) at 3% in 2022, 2% in 2023 and 3% in 2024
- Life insurance increase to \$50,000
- Healthcare calculation based on the average plans offered by CalPERS



Management Employee Association

Top issues addressed:

- Healthcare calculation based on the average plans offered by CalPERS
 - PLP cap raised to 450 hours
 - PLP cash out 60 hours a year
 - Retiree Health: Align retiree health with other bargaining units for new hires
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- Three-year term
 - COLA 3% in 2022, 2% in 2023 and 3% in 2024
 - Targeted Equities based on Salary survey with 8 comparative Counties
 - Life Insurance \$50K



Recommend approval of these resolutions

Deputy Sheriff's Association

Top issues addressed:

- Healthcare calculation based on the average plans offered by CalPERS
- Educational Incentives increase of \$25 month AA/BS
- Critical Incident Negotiations Team added to specialty assignments -5% differential
- Officer in Charge pay 5% differential per shift or pro-rata portion of shift

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- Three-year term
 - COLA 3% in 2022, 2% in 2023 and 3% in 2024
 - Targeted Equities based on Salary survey with 8 comparative Counties
 - Life Insurance \$50K

Recommend approval of this resolution



Senior Executives (unrepresented)

Top Issues Addressed:

- Healthcare calculation based on the average plans offered by CalPERS
 - Senior Executive State Board Special Pay 2.5%
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- Three-year term
 - COLA 3% in 2022, 2% in 2023 and 3% in 2024
 - Targeted Equities based on Salary survey with 8 comparative Counties

Recommend approval of this resolution



Elected Officials (unrepresented)

Changes from previous summary of compensation:

- Healthcare calculation based on the average plans offered by CalPERS
 - Auto Allowance increase from \$400 a month to \$500 a month
 - Sheriff add Post incentive and Confidential Pays
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- Three-year term
- COLA 3% in 2022, 2% in 2023 and 3% in 2024
- Targeted Equities based on Salary survey with 8 comparative Counties



Recommend approval of this resolution

Quarterly Staffing and Salary Document

- Updates are brought to the Board of Supervisors on a quarterly basis
- Changes reflect modifications to the staffing and Salary document from January 1 to May 15



Thank you to all of the bargaining unit
representatives for productive negotiations
and timely completion of these agreements!

