

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
ACTION AGENDA SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA # \*B-4

Urgent

Routine

AGENDA DATE July 29, 2014

CEO Concurs with Recommendation YES  NO

4/5 Vote Required YES  NO

(Information Attached)

SUBJECT:

Approval of a Temporary Extension of the Labor Agreement Between the County of Stanislaus and the Stanislaus County District Attorney Investigators Association and the Provisions Contained in this Agreement

STAFF RECOMMENDATIONS:

1. Approve a temporary extension from July 1, 2014 through October 31, 2014 of the Labor Agreement between the County of Stanislaus and the Stanislaus County District Attorney Investigators Association (SCDAIA).
2. Approve a temporary restoration of three percent (3%) of the current five percent (5%) salary deduction with a corresponding temporary reduction of twenty-four (24) hours of Special Accrued Leave Time (SALT) for the Stanislaus County District Attorney Investigators Association (SCDAIA).
3. Authorize the Chief Executive Officer or designee to sign the agreement.

FISCAL IMPACT:

The estimated fiscal impact of the temporary contract extension between the County and the SCDAIA is estimated at \$13,900 for all funds and \$11,900 for the General Fund. The District Attorney's Office will make any required budget adjustments during the 2014-2015 Final Budget process.

BOARD ACTION AS FOLLOWS:

No. 2014-398

On motion of Supervisor Chiesa, Seconded by Supervisor Withrow

and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Withrow, Monteith, and Chairman De Martini

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

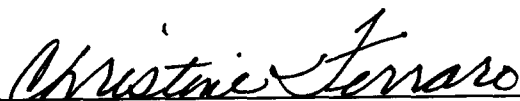
1) X Approved as recommended

2) Denied

3) Approved as amended

4) Other:

MOTION:



ATTEST:

CHRISTINE FERRARO TALLMAN, Clerk

File No.

**DISCUSSION:**

During the last six years the County government organization has successfully weathered an unprecedented economic downturn. Starting in 2008, the County developed a long-term strategic plan to ensure the continuation of the most critical services and programs to the community. Beginning in 2009 the County implemented cost reduction strategies in an effort to reduce salary and benefit costs in relation to decreased revenues. In 2012, in response to the continuing unprecedented economic downturn the County negotiated 24 month agreements that included a 6% permanent salary deduction. At the start of the 2013-2014 Fiscal Year, the employees had 1% in salary restored leaving a 5% permanent salary deduction.

While these cost cutting measures were necessary and had a significant impact on the ongoing fiscal health of the County, it is important to recognize the adverse effect these actions had on County employees. Since 2010 County employees have experienced ongoing salary deductions between 5% and 6% and have also absorbed increases in healthcare and retirement costs. In exchange for the salary deductions agreed to for County employees, the County has provided Special Accrued Leave Time (SALT) to allow employees additional leave time from work. Employees in the District Attorney Investigators bargaining unit are currently receiving 40 hours of annual SALT in exchange for a 5% deduction in their base salary.

The County has been actively negotiating new agreements with many of the County Labor Associations; however, with 12 labor contracts expiring on June 30, 2014 the County has not been able to engage in the negotiation process with all bargaining units.

It is recommended to provide this group with the same base compensation adjustment being provided to unrepresented employees while the meet and confer process for a successor MOU occurs. This will prevent this group from being adversely impacted because the County has not been able to engage in the bargaining process.

The contract extension will provide the parties the additional time needed to engage in joint negotiations for a successor MOU that meets the needs of both the employees and the County. Employees in this group will have the opportunity to have their salary restored during the negotiation process. The elimination of SALT accruals during this period will have a long term positive impact to staffing in the District Attorney's Office.

The following terms and conditions will be implemented as part of the temporary contract extension:

1. Temporary restoration of three percent (3%) of the current five percent (5%) salary deduction with a corresponding temporary reduction of twenty-four (24) hours of Special Accrued Leave Time (SALT). Effective July 12, 2014, the salary deduction shall be two percent (2%) and SALT will be accrued at 16 hours per year.

Approval of a Temporary Extension of the Labor Agreement Between the County of Stanislaus and the Stanislaus County District Attorney Investigators Association and the Provisions Contained in this Agreement  
Page 3

2. The above changes to the salary deduction and SALT accruals are temporary and would be reinstated back to a five percent (5%) deduction and forty (40) hours of SALT at the conclusion of the contract extension should the parties not otherwise reach an agreement on a successor MOU.
3. The term of the temporary contract extensions between the County and SCDAIA will be from July 1, 2014 through October 31, 2014.
4. The temporary contract extension between the County and SCDAIA will not change any other provisions of the current MOU between the parties.

The SCDAIA has ratified the contract extension.

**POLICY ISSUES:**

The Board of Supervisors should consider the effect of the contract extension on the fiscal and policy direction and priorities of the organization.

**STAFFING IMPACT:**

There is no impact on staffing resulting from the terms of this agreement.

**CONTACT:**

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