

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

DEPT: Chief Executive Office

BOARD AGENDA # \*B-8

Urgent  Routine

AGENDA DATE December 16, 2014

CEO Concurs with Recommendation YES  NO   
(Information Attached)

4/5 Vote Required YES  NO

SUBJECT:

Approval of an Extension of the Labor Agreement Between the County of Stanislaus and the Stanislaus Regional Emergency Dispatchers' Association Representing the Emergency Dispatchers Bargaining Unit and the Provisions Contained in this Agreement

STAFF RECOMMENDATIONS:

1. Approve an extension from July 1, 2014 through June 30, 2015 of the Labor Agreement between the County of Stanislaus and the Stanislaus Regional Emergency Dispatchers Association (SREDA) and the provisions contained in this agreement.
2. Approve the restoration of four percent (4%) of the current five percent (5%) salary deduction with a corresponding reduction of thirty-two (32) hours of Special Accrued Leave Time (SALT) for the Stanislaus Regional Emergency Dispatchers Association (SREDA) effective December 13, 2014.
3. Authorize the Chairman of the Board of Supervisors and all parties to sign the agreement.

FISCAL IMPACT:

The estimated fiscal impact of the contract extension is estimated at \$69,500 for all funds. Stanislaus Regional 911 will be able to absorb the additional cost due to salary savings from vacancies.

BOARD ACTION AS FOLLOWS:

No. 2014-634

On motion of Supervisor Withrow, Seconded by Supervisor Monteith  
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.

# Approval of an Extension of the Labor Agreement Between the County of Stanislaus and the Stanislaus Regional Emergency Dispatchers' Association Representing the Emergency Dispatchers Bargaining Unit and the Provisions Contained in this Agreement

## **DISCUSSION:**

During the last six years the County government organization has successfully weathered an unprecedented economic downturn. The organizational stability during the last six years was the result of a proactive response to the fiscal crisis. 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 response to the continuing unprecedented economic downturn, in 2012 the County negotiated 24-month agreements that included a six percent ongoing salary deduction. At the start of the 2013-2014 Fiscal Year, the employees had one percent in salary restored leaving a five percent 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 five and six percent 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 SREDA are currently receiving 40 hours of annual SALT accruals in exchange for a five percent deduction in their base salary.

With the prior agreement between the County and Emergency Dispatchers bargaining unit expiring on June 30, 2014, the parties have been actively meeting and conferring to negotiate a new agreement while taking into account the County's concerns about the current ongoing economic recovery. However, the parties agreed it was in the best interest of both parties to extend the contract through June 30, 2015 in order to allow the Matrix Consulting Group to complete their evaluation of the operations of the SR911 Center. The SR911 Joint Powers Authority contracted with Matrix for this report and it is anticipated that a final report will be completed in January 2015.

It is recommended to provide this group with the same compensation adjustment being provided to both unrepresented and represented units while the meet and confer process for a successor MOU occurs. The contract extension will provide both parties the additional time needed to engage in joint negotiations for a successor MOU that meets the needs of both the employees and the JPA while taking into account recommendations from the Matrix Consulting study. Employees in this group will have the opportunity to have their salary restored during the negotiation process. The reduction of SALT accruals during this period will have a positive impact on staffing and operations at the Regional 911 call center and a reduction in potential overtime hours.

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

1. The term of the contract extension between the County and SREDA will be from July 1, 2014 through June 30, 2015.

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2. Restoration of four percent (4%) of the current five percent (5%) salary deduction with a corresponding reduction of thirty-two (32) hours of Special Accrued Leave Time (SALT). Effective December 13, 2014, the salary deduction shall be one percent (1%) and SALT will be accrued at eight (8) hours per year.
3. Double-time shall be paid for involuntary mandated overtime that exceeds the 48/6 rule (working more than forty-eight (48) hours in any consecutive six (6) day period).
4. The contract extensions between the County and SREDA will not change any other provisions of the current MOU between the parties.

The Stanislaus Regional Emergency Dispatchers' Association representing the Emergency Dispatchers bargaining unit 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:**

Nancy Bronstein, Deputy Executive Officer, Chief Executive Office, 209-525-6333

**CONTRACT EXTENSION AGREEMENT BETWEEN**  
**COUNTY OF STANISLAUS**  
**AND**  
**STANISLAUS REGIONAL EMERGENCY DISPATCHERS' ASSOCIATION**

Pursuant to this agreement between the County of Stanislaus (County) and the Stanislaus Regional Emergency Dispatchers' Association (SREDA), the parties agree as follows:

**Whereas**, the current Memorandum of Understanding between the County and SREDA expired on June, 30, 2014; and

**Whereas**, The County and the SREDA have been meeting and conferring over a new agreement; and

**Whereas**, the SR911 Joint Powers Authority has contracted with Matrix Consulting group for an evaluation of the operations of SR911, including providing recommendations for operational improvements at the Center; and

**Whereas**, it is anticipated that the final Report from Matrix will not be completed until January 2015; and

**Whereas**, the County and SREDA agree that it is important for both parties to have reviewed the final report prior to completing negotiations; and

**Whereas**, the County wants to afford the bargaining unit with salary restoration being provided to both unrepresented and represented units throughout the County while the meet and confer process occurs.

**Now therefore**, the parties agree to the following terms and conditions of implementing a contract extension:

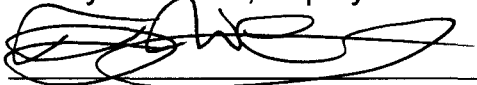
1. The term of this contract extension between the County and SREDA will be from July 1, 2014 through June 30, 2015.
2. Effective December 13, 2014, the County will restore four percent (4%) of the current five percent (5%) salary deduction with a corresponding temporary reduction of thirty two (32) hours of Special Accrued Leave Time (SALT) for employees. Effective December 13, 2014, the remaining salary deduction shall be one percent (1%) and SALT will be accrued at eight (8) hours per year.
3. Effective December 13, 2014 double-time shall be paid for all involuntary mandated overtime that exceeds the 48/6 rule (working more than forty-eight (48) hours in any consecutive six (6) day period).
4. The County and SREDA agree to continue to meet and confer over a new contract in anticipation of the expiration of the contract extension on June 30, 2015. The parties agree items brought up during negotiations prior to the execution of this

agreement to extend the contract expiration from June 30, 2014 to June 30, 2015 will be included in the meet and confer process as well as any new proposals either party wishes to introduce. The parties agree to meet at minimum once a month starting in February 2015.


5. This contract extension between the County and SREDA will not change any other provisions of the current MOU between the parties unless otherwise modified herein. All other terms, conditions, and provisions of said MOU, including any applicable side letters, shall remain in full force and effect under this contract extension.

For the County:

  
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Nancy Bronstein, Deputy Executive Officer

  
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Terrance Withrow, Chairman  
Board of Supervisors

For SREDA:

  
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Ronda Bell, President

  
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Paul Konsdorf, Goyette & Associates