

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

DEPT: Chief Executive Office

BOARD AGENDA:5.B.10  
AGENDA DATE: July 13, 2021

**SUBJECT:**

Approval of a COVID Recovery One-Time Payment for the Members of the Stanislaus Sworn Deputies Association (SSDA) and Stanislaus Regional Emergency Dispatchers Association (SREDA)

**BOARD ACTION AS FOLLOWS:**

**RESOLUTION NO. 2021-0338**

On motion of Supervisor Grewal Seconded by Supervisor C. Condit  
and approved by the following vote,

Ayes: Supervisors: B. Condit, Withrow, Grewal, C. Condit, and Chairman Chiesa

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1)  Approved as recommended

2)  Denied

3)  Approved as amended

4)  Other:

MOTION:

ATTEST: ELIZABETH A. KING, Clerk  
Stanislaus County Board of Supervisors,  
State of California



File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
AGENDA ITEM**

DEPT: Chief Executive Office

BOARD AGENDA:5.B.10  
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CONSENT:

CEO CONCURRENCE: YES

4/5 Vote Required: No

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**SUBJECT:**

Approval of a COVID Recovery One-Time Payment for the Members of the Stanislaus Sworn Deputies Association (SSDA) and Stanislaus Regional Emergency Dispatchers Association (SREDA)

**STAFF RECOMMENDATION:**

1. Approve a COVID Recovery One-Time Payment for members of the Stanislaus Sworn Deputies Association (SSDA) and Stanislaus Regional Emergency Dispatchers Association (SREDA).
2. Authorize the Chief Executive Officer to negotiate and execute agreements with the Stanislaus Sworn Deputies Association (SSDA) and Stanislaus Regional Emergency Dispatchers Association (SREDA) to implement all provisions of the COVID Recovery One-Time Payment.

**DISCUSSION:**

In March 2020, the Stanislaus County Board of Supervisors declared a local emergency due to the COVID-19 pandemic. County employees were deemed essential workers under the State of California's emergency guidance, and as such, they were required to report to work during the pandemic. The County has been in negotiations with most labor groups over the last six months, and has included a COVID Recovery One-Time Payment for current full-time County employees who reported to work either in person or though teleworking during the period of April 1, 2020 through June 30, 2021.

Agreements with the Stanislaus Sworn Deputies Association (SSDA) and Stanislaus Regional Emergency Dispatchers Association (SREDA) were completed prior to January of this year, and therefore were not included in the negotiations process for consideration of COVID Recovery One-Time Payments. This agenda item seeks approval for the Chief Executive Officer to negotiate and execute agreements with SSDA and SREDA to ensure consistency in compensation and recognition for all full-time represented employees who contributed to the COVID-19 emergency response.

Eligibility standards for COVID Recovery One-Time Payments include the following:

- Employee must be a full-time employee.
- Employee's years of full-time service as of June 30, 2021 shall be used to determine years of service.

- Number of months between April 1, 2020 through June 30, 2021 a full-time employee reported to work either in person or through teleworking.
- Employees who were on a leave of absence, approved time off, and/or did not report to work during an entire month shall not be eligible to receive payment for that month.
- Employees who reported to work either in person or through teleworking at least one day in a month shall be eligible for a payment for that month.
- Employees who have left or leave County service prior to the issuance of the payment shall not be eligible to receive the payment.
- Employee's payment shall be calculated by Department payroll staff based on information contained in personnel records. Payment calculation will not be subject to the MOU grievance process. However, if an employee believes the payment they received to be incorrectly calculated, the County will review the matter with the employee and labor organization.
- One-time payment is subject to applicable State and Federal tax or other required deductions.
- One-time payment shall not be included as pensionable wages for the purposes of retirement.

COVID Recovery One-Time Payment					
Years of Service as of June 30, 2021	0-4	5-9	10-14	15-19	20+
Per Month Payment (for the period worked during April 1, 2020 to June 30, 2021)	\$50	\$75	\$100	\$125	\$150
Maximum Payment	\$750	\$1,125	\$1,500	\$1,875	\$2,250

**POLICY ISSUE:**

Per Stanislaus County Code 3.20.010, officers and employees shall receive the compensation provided in the basic salary schedule and compensation schedule as adopted by the Board of Supervisors by ordinance or resolution.

**FISCAL IMPACT:**

The estimated cost for approving the COVID Recovery One-Time payment for SSDA and SREDA is approximately \$249,000 combined. Departments will make any required budget adjustments during the 2021-2022 Final Budget process. The County will cover the full financial COVID Recovery One-Time cost of the members in SREDA and as such this cost will not impact the existing budget of the Stanislaus Regional 911 (SR-911) Joint Powers Agreement (JPA) and will not require increases from cities of the JPA to cover the COVID One-Time employee payments.

California Government Code Sections 31515.5 and 23026 require that the County give written notice of any salary and benefit changes, including an explanation of the financial impact of the change on the funding of the County's retirement system. The recommended action will have no impact on the funded status of the retirement system, Stanislaus County Employee's Retirement Association, since the COVID Recovery One-Time payment has been established as non-pensionable.

**BOARD OF SUPERVISORS' PRIORITY:**

Approval of this agreement aligns with the Board's priority of *Supporting Strong and Safe Neighborhoods* by providing compensation supporting essential work as needed for the COVID-19 pandemic.

**STAFFING IMPACT:**

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

**CONTACT PERSON:**

Tamara Thomas, Human Relations Director, 209-525-6333