To: Honorable Board of Supervisors

From: Gina Rowland, Human Resources Director

Department: Human Resources

Subject: Approval of a Memorandum of Understanding with the Sutter County Deputy Sheriffs’ Association

Recommendation:
1. Approve the Memorandum of Understanding with the Sutter County Deputy Sheriffs’ Association.

3. Authorize the Chairman of the Board to sign the attached Memorandum of Understanding.

Background:
Attached for your Board’s consideration is an agreement with the Sutter County Deputy Sheriffs’ Association covering the period of July 1, 2018 through June 30, 2021.

The major components of the new agreement include:

- A 3% salary increase in each year of the contract for a total of 9% for Deputy Sheriffs, Sheriff Sergeants, Detectives, Senior Criminal Investigators.

- A 3% one-time, non-pensionable lump sum, for all other classifications not listed above, to be paid by the second full pay period after Board approval.

- A 2% salary increase in July 2019 to all other classifications not listed above.

- A 1% salary increase in July 2020 to all other classifications not listed above.

- Cafeteria Plan-Medical: For Plan Year 2019, the County will increase the amount of County contribution to employee medical premiums by 100% of the amount of the increase based on the PPO 1500 Plan. The following are County contribution rates:

<table>
<thead>
<tr>
<th>Coverage Type</th>
<th>County Contribution (up to)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only Coverage</td>
<td>$627.00</td>
</tr>
<tr>
<td>Employee Plus One Coverage</td>
<td>$1,240.00</td>
</tr>
<tr>
<td>Employee Plus Family Coverage</td>
<td>$1,723.00</td>
</tr>
</tbody>
</table>
For Plan Year 2020 and 2021, if the cost of the PPO 1500 Plan should increase over the prior plan year, the County will increase the contribution to one-half of the increase amount. Should the cost of the PPO Plan decrease from the prior plan year’s cost, the County contribution amount shall decrease by one-half the difference between the prior plan year’s cost and the new plan year lower amount.

- Monthly Health Savings Account to High Deductible 3000 Plan: County will increase the amount of contribution from fifty percent (50%) to seventy-five percent (75%) of the difference (savings) between the monthly premium at each level for the PPO 1500 Plan and the 3000 Plan.

- Cafeteria Plan-Dental: The County will pay for any increases for 2019 Plan year. For Plan Year 2020 and 2021, if the cost of the Delta Care Plan should increase, the County will increase its contribution to one-half of the increase amount of the Delta Care Plan for all plans. Should the cost of the Delta Care Plan decrease in any plan year from the prior plan year, the County contribution amount for all plans shall decrease by one-half of the difference between the prior Delta Care Plan year cost and the new Delta Care Plan year lower amount.

Prior Board Action:
This agreement has not previously been considered by the Board.

Board Alternatives:
The terms and conditions of this agreement is consistent with the bargaining authority previously provided by the Board.

Other Department and/or Agency Involvement:
The County Administrator’s Office has reviewed and supports staff’s recommendation.

Action Following Approval:
The Chairman of the Board will sign the agreements and Human Resources will modify the Rules Governing Employee Compensation, Benefits and Working Conditions and the Personnel Rules and Regulations.

Fiscal Impact:
The costs of the agreement recommended in this staff report are estimated as follows:

For classifications of Deputy Sheriff, Sheriff Sergeant Detectives, and Senior Criminal Investigators, the FY 2018-19 cost will be approximately $37,243. In FY 2019-20, the cost will be $161,932, and in FY 2019-20 the cost will be $169,468.

For all other classifications in this unit, the FY 2018-19 cost will be $149,717. In FY 2019-20, the cost will be $138,078, and in FY 2019-20 the cost will be $71,185.

Holiday Compensation: There is no anticipated cost to increase the maximum accumulation of holiday compensation hours.

Vacation Conversion: Allowing employees to convert unused vacation to a deferred compensation account results in a salary savings to the County as there are no County requirement contributions to PERS or state and federal taxes.

Medical/HSA/Dental Plan Contributions: There is no fiscal impact to the County for these changes as the increased cost was already requested and approved in the adopted budget for Fiscal Year 2018-19.

Countywide Goals and/or Top Priorities Compliance:
Approval of this item complies with the following Countywide Goal:

*Maintain strong commitment to public safety (including Law Enforcement, District Attorney, Public Defender, Probation, Fire, Emergency Management, and related services).*
Standing Committee Review:
This item has not been reviewed by Committee.

Respectfully Submitted,

S/ Gina Rowland
Human Resources Director

Attachments:
1. LAW 2018-19 MOU