



HUMAN RESOURCES DEPARTMENT

MONA MIYASATO
Acting Director

July 21, 2009

Board of Supervisors
County of Marin
3501 Civic Center Drive
San Rafael, CA 94903



SUBJECT: Approval of a tentative agreement with the Marin County Deputy Sheriff's Association for a One-year Extension of Memorandum of Understanding

Dear Board Members:

RECOMMENDATION: It is the recommendation of the Department of Human Resources that your Board approve a tentative agreement for a one-year contract extension with the Marin County Deputy Sheriff's Association. Agreement was reached between the County negotiating team and the Association on July 8, 2009 and extends the current contract through June 30, 2011. The agreement was ratified on July 20, 2009, which is within the July 12-25 pay period and is therefore effective July 12, 2009.

SUMMARY: The terms of this agreement are in alignment with the County's overall labor relations strategy over the next two years and are as follows:

Term	Extended 2007-2010 contract an additional year through June 30, 2011
General Salary Adjustments	Effective July 12, 2009, the MCDSA agrees to reduce the negotiated salary increase scheduled for the first pay period in July 2009 from three (3%) percent to one and one-half percent (1.5%). Effective the first full pay period in July 2010, the rate of pay for all classes and employees in the bargaining unit shall be increased by one and one-half to two percent (1.5-2.0%) based on the April-April San Francisco-Oakland-San Jose CPI-U.
Equity Adjustments	The MCDSA agrees to delay the July 2009 negotiated equity increase (.25% of the annual bargaining unit salary as of June 30, 2009) until the first full pay period in June 2010.
Biweekly Fringe Benefits	Effective the second pay period in

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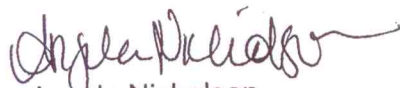
	December 2010, the County will provide an increase in the biweekly fringe benefit package dollar amount in an amount equivalent to the October 2009 to October 2010 San Francisco-Oakland-San Jose CPI-U.
Sideletter on Benefits Agreement	The MCDSA agrees to meet and confer with the County at the County's request on the subject of restructuring the health and welfare benefits with the goal of implementing cost savings options.
Reduction in Force	The County agrees not to lay off any occupied MCDSA position through December 31, 2009.

FISCAL IMPACT: The estimated annual full cost for Fiscal Year 2009-2010 is \$355,494. The estimated annual full cost for FY 2010-2011 is \$360,826. A one-time cost savings for FY 2009-2010 is estimated to be \$355,494. Funds have been budgeted by the County Administrator for these increases.

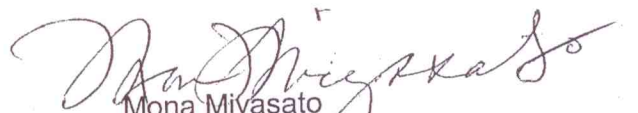
REVIEWED BY:

<input type="checkbox"/>	Auditor	<input type="checkbox"/>	N/A
<input type="checkbox"/>	County Counsel	<input type="checkbox"/>	N/A
<input checked="" type="checkbox"/>	Human Resources	<input type="checkbox"/>	N/A

Respectfully submitted,


 Angela Nicholson
 Principal Personnel Analyst

Reviewed by:


 Mona Miyasato
 Chief Assistant CAO/Acting Director of Human Resources

- cc: Terri Hampton, Deputy Director of Human Resources *JH*
 Liz Paris, Deputy Director of Human Resources
 Robert Doyle, Sheriff
 Captain Mike Ridgway, Sheriff's Office
 Sergeant Hugh Baker, DSA
 Colleen Beck, Personal Analyst II
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 Misha Miki-Ladner, Senior Personnel Analyst
 Lisa Cutten, Employee Benefits Supervisor, Human Resources
 Donna Williamson, Labor Relations Consultant, Liebert Cassidy Whitmore

Wiggins

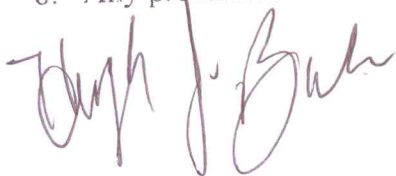
**Tentative Agreement between Marin County and the Deputy Sheriff's Association
July 8, 2009**

The parties agree to the following:

1. **General Salary Adjustments:** The DSA agrees to reduce the negotiated salary increase scheduled for the first pay period in July 2009 from three percent (3%) to one and one-half percent (1.5%).

Effective the first full pay period of July 2010 the rate of pay for all classes and employees in the bargaining unit shall be increased by one and one-half percent to two percent (1.5%-2.0%) based on the April-to-April SF-Oakland-San Jose-CPI-U.

2. **Equity Adjustments:** The DSA agrees to delay the July 2009 negotiated equity increase (.25% of the annual bargaining unit salary as of June 30, 2009) until the first full pay period in June 2010. As discussed within the salary survey committee, adjustments shall be applied to the bargaining unit positions in accordance with the classification specific percentage generated when the dollar amount equivalent of .25% (as of June 30, 2009) is applied to all bargaining unit positions.
3. **Contract Extension:** The parties agree to extend the contract for an additional year through June 30, 2011.
4. **Biweekly Fringe Benefits:** Effective the second pay period in December 2010 the County will provide an increase in the biweekly fringe package dollar amount in an amount equivalent to October 2009 to October 2010 SF-Oakland-San Jose CPI-U.
5. **Sideletter on Benefits Agreement:** The DSA agrees to meet and confer with the County at the County's request on the subject of restructuring the health and welfare benefits with the goal of implementing cost savings options.
6. **Reduction in Force:** The County agrees not to lay off any occupied DSA position through December 31, 2009.
7. **Successor Agreement:** The parties agree to clean up the current agreement. The County will provide a "tracked changes" version of the cleaned up agreement. Changes will be implemented by mutual agreement only.
8. Any provisions not changed by this agreement remain unchanged.



TA
For the County
Don
7/8/09