



COUNTY OF HUMBOLDT

For the meeting of: 12/14/2021

File #: 21-1825

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

SUBJECT:

Ratification of the 2021-2024 Memorandum of Understanding (MOU) Between the County of Humboldt and the Humboldt Deputy Sheriffs' Organization (HDSO) for Representation Unit 6

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve and authorize the Chair of the Board of Supervisors to execute the Memorandum of Understanding with HDSO Unit 6 (Attachment No. 1) for the term of 2021-2024 for the MOU between the County of Humboldt and HDSO Unit 6;
2. Authorize and direct the Department of Human Resources to amend the Memorandum of Understanding with HDSO Unit 6 to include the adopted Comprehensive Compensation Salary and Classification Summary; and
3. Adopt Resolution No. ____ (Attachment No. 3) approving 1) amendment to the Memorandum of Understanding between the County of Humboldt and HDSO Unit 6 2), adopting a Comprehensive Compensation Salary and Classification Summary (Attachment No. 5) effective December 26, 2021, and 3) delegating authority to the Department of Human Resources to update the Comprehensive Compensation Salary and Classification Summary to reflect changes in future compensation approved by your Board.

SOURCE OF FUNDING:

General Fund (1100), Social Services Administration and Law Enforcement Services

DISCUSSION:

The County of Humboldt and HDSO have agreed to the matters set forth in the attached Memorandum of Understanding (MOU) for Representation Unit 6 (Attachment No. 1) for the term of 2021-2024.

The attachment MOU outlines agreed upon amendments and include the following:

1. Term : 3 years from Oct. 1, 2021 to Dec. 31, 2024
2. Base Wages: For all classifications represented in the HDSO Unit 6 will increase

as follows:

- 10% effective the first full pay period following Board of Supervisors' adoption of the successor MOU.
 - 2% effective the first full pay period in January 2023.
 - 3% effective the first full pay period in January 2024.
3. Classification Study Implementation: Beginning as soon as practicable, the county may periodically meet and confer with HDSO to discuss and implement changes recommended by consultants MRG to implement classification changes arising from Koff and Associates study recommendations. Compensation changes, if any, resulting from these discussions will not reduce the equity adjustments described above, reduce wages for any employees in the bargaining unit or Y-rate any employees in the bargaining unit.
 4. Side Letter: Unless superseded by this proposal or other agreements reached during these negotiations, the MOU will be updated to match MOU language changes contained in the Parties' April, 2021 side letter except for reference in Section 9(D)(1) concerning a \$3,000 employee lump sum payment which has already been paid.
 5. Wellness Incentive: Effective July 1, 2022, remove Article 22 concerning wellness incentive.
 6. Equity Adjustments: The county will make the following equity adjustments effective the first full pay period in July, 2022:
 - District Attorney Investigator 2%
 - Deputy Sheriff Recruit 9.5%
 - Deputy Sheriff I 5.5%
 - Deputy Sheriff II 8%
 - Probation Officer 1%
 - Sergeant 8%
 7. Holidays: December 23, 2021 will be a one-time only paid holiday. Juneteenth will be an annual holiday starting June 19, 2022.
 8. MOU Updates: The Parties will meet periodically during the term of the Agreement on a meet and confer basis to update, clarify and otherwise improve the MOU. The Parties will memorialize any mutually acceptable changes in side letters of agreement. The county may also reopen negotiations during the term of the MOU to negotiate impacts, if any, associated with change made to comply with the Fair Labor Standards Act and/or California Senate Bill 278. If the county determines that it is improperly reporting compensation to CalPERS, it will 1) discuss the issue with HDSO and 2) reform MOU language, whenever possible, to ensure that compensation may lawfully be reported as compensation earned under applicable CalPERS statutory and regulatory authorities. The county may further reopen negotiations concerning Article 25(E) during the

term of the MOU, except that under no circumstances may the County propose to change the safety employees' 1.25% California Government Code Section 20516 cost sharing contribution.

FINANCIAL IMPACT:

Total costs from all funds for this compensation plan is estimated to be:

- \$19.36 million for October 1, 2021 through the remainder of Fiscal Year 2021-2022
- \$22.31 million for Fiscal Year 2022-2023
- \$25.24 million for Fiscal Year 2023-2024.

The cost to the General Fund is estimated to be:

- \$17.57 million for October 1, 2021 through the remainder of Fiscal Year 2021-2022
- \$20.25 million for Fiscal Year 2022-2023
- \$23.02 million for Fiscal Year 2023-2024.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by investing in county employees.

OTHER AGENCY INVOLVEMENT:

Humboldt County Deputy Sheriffs' Organization

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your Board could choose not to adopt the resolution ratifying the 2021-2024 MOU between the County and HDSO; however, this is not recommended. This option is not recommended as the extension of the MOU between the County of Humboldt and HDSO expired September 30, 2021.

ATTACHMENTS:

1. Memorandum of Understanding between the County of Humboldt and the HDSO for Representation Unit 6
2. Memorandum of Understanding between the County of Humboldt and the HDSO for Representation Unit 6 in track changes
3. Resolution No. ____ Approving the Memorandum of Understanding for Unit 6 (Humboldt Deputy Sheriffs' Department)
4. Extension of Memorandum of Understanding between the County of Humboldt and the HDSO inclusive of September 30, 2021
5. County of Humboldt Comprehensive Salary Schedule and Classification Summary effective December 26, 2021

PREVIOUS ACTION/REFERRAL:

Board Order No.: Resolution No. 18-16 and No. 21-41

Meeting of: March 6, 2018 and May 4, 2021

File No.: C9 and 21-556