



COUNTY OF HUMBOLDT

AGENDA ITEM NO.

C-9

For the meeting of: September 6, 2016

Date: July 13, 2016

To: Board of Supervisors

From: Daniel J. Fulks, Director of Human Resources *DF*

Subject: Corrected Memorandum of Understanding (MOU) between the County of Humboldt and the Humboldt Deputy Sheriffs' Organization – Law Enforcement Management (LEM) Representation Unit 7 for July 1, 2008 – June 30, 2011; July 1, 2011 – June 30, 2013; July 1, 2013 – June 30, 2014; July 1, 2014 – June 30, 2015 and July 1 2015 – September 30, 2017

RECOMMENDATION:

That the Board of Supervisors:

Approve the attached corrected Memorandum of Understanding (MOU) for Humboldt Deputy Sheriffs' Organization – Law Enforcement Management (LEM) for July 1, 2008 – June 30, 2011; July 1, 2011 – June 30, 2013; July 1, 2013 – June 30, 2014; July 1, 2014 – June 30, 2015 and July 1, 2015 – September 30, 2017.

SOURCE OF FUNDING: Sheriff Budget Units

DISCUSSION:

Correction #1: On September 23, 2008 the Board of Supervisors adopted Resolution No. 08-86 approving an Amendment to the Memorandum of Understanding for Humboldt Deputy Sheriffs' Organization – Law Enforcement Management, Unit 7, which provided for salary adjustments for certain classifications. The classification of Chief Investigator (DA) was to receive an increase of 6 salary ranges (approximately 3%)

Prepared by Daniel Fulks

CAO Approval *[Signature]*

REVIEW: Auditor *MSM* County Counsel *aw* Human Resources *DF* Risk Manager _____ Other *me*

TYPE OF ITEM:
 Consent
 Departmental
 Public Hearing
 Other

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT
Upon motion of Supervisor *Sundberg* Seconded by Supervisor *Bass*
Ayes *Sundberg, Fennell, Corelace, Bohn, Bass*
Nayes _____
Abstain _____
Absent _____

PREVIOUS ACTION/REFERRAL:

Board Order No. D-18

Meeting of: 9-23-2008

and carried by those members present, the Board hereby approves the recommended action contained in this Board report.

Dated: *Sept. 16, 2016*
By: *[Signature]*
Kathy Hayes, Clerk of the Board

in January, 2009, and a 6 salary range increase (approximately 3%) in January, 2010. Although the employee has been properly paid since those increases occurred, the official record listing salary schedules for LEM misstated the correct salary ranges for the Chief Investigator (DA) classification.

Correction #2: Additionally, the educational incentive payments paid above base salary for Peace Officers Standards and Training (P.O.S.T.) Educational Incentive Pay were incorrectly stated in the MOUs. On September 23, 2008 a resolution was passed by the Board of Supervisors increasing incentive pay for Intermediate and Advanced P.O.S.T. certificates. This action was unfortunately not reflected in contract language causing the need for this correction today. This action corrects the historical record of salary range schedules and Educational Incentive payments for the years following the September 23, 2008 Board action including updates to the current contract language. Notwithstanding the historical inaccuracies of the MOUs, the POST Educational Incentive Pay was properly and fully paid to qualifying officers for the contract periods of July 1, 2008 – June 30, 2011; July 1, 2011 – June 30, 2013; July 1, 2013 – June 30, 2014; and July 1, 2014 – June 30, 2015. Adjustments and payment will need to be made to officers who are entitled to the POST Educational Incentive Pay in the current contract period.

FINANCIAL IMPACT:

As a result of the discrepancies in the P.O.S.T. incentive language in the current MOU, officers who possessed the Intermediate and Advanced Post certificates will receive corrected payments. The total financial impact is estimated to be less than \$10,000 for the approximately seven officers who may be impacted by this discrepancy.

OTHER AGENCY INVOLVEMENT: None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could choose to not approve the corrected MOUs for LEM. However, should the Board not approve this action the MOU historical documentation will not reflect correct salary ranges for the position of Chief Investigator (DA) or the appropriate incentive pay above base salary to be paid for Educational Incentives.

ATTACHMENTS: LEM Memorandum of Understanding 2008-2011
LEM Memorandum of Understanding 2011-2013
LEM Memorandum of Understanding 2013-2014
LEM Memorandum of Understanding 2014-2015
LEM Memorandum of Understanding 2015-2017