



COUNTY OF HUMBOLDT

For the meeting of: 5/4/2021

File #: 21-556

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

SUBJECT:

Ratification of Side Letter with Humboldt Deputy Sheriff Organization (HDSO) to extend the Memorandum of Understanding (MOU) to and inclusive of September 30, 2021

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve and authorize the Chair of the Board to sign a side letter with the HDSO Unit 6 (Attachment #1) extending the term of the MOU between the County of Humboldt and HDSO and providing one-time benefits associated with the extension of the MOU; and
2. Adopt Resolution No. _____ (attachment #3) approving 1) amendments to the Memorandum of Understanding between the County of Humboldt and the HDSO 2) Adopting a Comprehensive Compensation Schedule and Classification Summary (attachment #2) effective May 4, 2021.

SOURCE OF FUNDING:

General Fund, Social Services Administration and Law Enforcement Services

DISCUSSION:

The County of Humboldt and HDSO have agreed to a side letter (Attachment #1) to extend the term of their MOU to and inclusive of September 30, 2021.

The attached side letter outlines agreed upon amendments:

- Fifteen (15) month extension of term: July 1, 2020 through and inclusive of September 30, 2021.
- One-time payment in the amount of \$3,000.00 per employee to be issued in the first full pay period following board approval.
- Improvements to overtime language.

In addition to the agreements above, the classifications of Emergency Communications Dispatcher (Class #0128), Senior Emergency Communications Dispatcher (Class #0127), and Emergency

Communications Supervisor (Class #0401) will be represented by HDSO effective the first full pay period following ratification of this side letter. The Employer-Employee Relations Policy process for unit modification was followed to effectuate this change. The unit modification for these classifications is indicated in the attached Comprehensive Compensation Schedule and Classification Summary (attachment 2).

FINANCIAL IMPACT:

Total costs from all funds for the term of this compensation plan are estimated to be \$536,070. The costs to the General Fund are estimated to be \$478,932.

STRATEGIC FRAMEWORK:

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

OTHER AGENCY INVOLVEMENT:

HDSO

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could not ratify the proposed side letter with HDSO; however, this is not recommended. This option is not recommended as the MOU between the County of Humboldt and HDSO expired June 30, 2020.

ATTACHMENTS:

1. HDSO Side Letter of Agreement - Extension of MOU to and inclusive of September 30 2021
2. Comprehensive Compensation Schedule and Classification Summary 2021 05 04
3. Resolution No _____

PREVIOUS ACTION/REFERRAL:

Board Order No.: C-9

Meeting of: March 6, 2018

File No.: 18-134