



BOARD AGENDA ITEM

BOARD DATE: May 7, 2024
TO: Board of Supervisors
FROM: Raul Lomeli Mendez, County Executive Officer
SUBJECT: Approve the Memorandums of Understanding with Bargaining Units 10, Deputy Sheriff's Association (DSA) and Unit 14, Merced County Public Safety Services Unit (MCPSSU), Represented by Deputy Sheriff's Association (DSA) and Approve Similar Adjustments for Unrepresented Management Classification of Undersheriff.

RECOMMENDED ACTION(S):

- 1) Approve and authorize the Board Chair to sign the 2024 Memorandum of Understanding (MOU) between the County of Merced and Deputy Sheriff's Association (DSA), representing Bargaining Unit 10.
- 2) Approve and authorize the Board Chair to sign the 2024 Memorandum of Understanding (MOU) between the County of Merced and Merced County Public Safety Services Unit (MCPSSU), representing Bargaining Unit 14.
- 3) Approve similar salary adjustments for the unrepresented management (Unit 20) classification of Undersheriff as specified in the agreement to the Memorandum of Understanding for DSA Unit 10.

EXECUTIVE SUMMARY:

Over the past 18 months, the Sheriff's Office has faced various recruitment and retention challenges. The County has been working with various bargaining groups since late last year on healthcare cap and salary adjustments to minimize the recruitment and retention issues in an effort to maintain adequate staffing levels and meet the public safety needs of our community.

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STAFFING IMPACT: None, other than the stated action.

FISCAL IMPACT: The estimated annual cost of a 10% base wage increase for Unit 10 is \$1,661,710, Unit 14 is \$171,660, and the Undersheriff is \$35,027, of which \$1,463,697 results in an increase to Net County Cost. The Net County Cost of enhancing special pays is estimated to be \$135,321 per year and the estimated annual Net County Cost of the healthcare cap adjustment for Units 10 and 14 is \$85,720, equaling a total combined Net County Cost of \$1,684,738 for the agreement.

ATTACHMENTS: Attachment A – Unit 10 Memorandum of Understanding Legislative Format
 Attachment B – Unit 10 Memorandum of Understanding Final Version
 Attachment C – Unit 14 Memorandum of Understanding Legislative Format
 Attachment D – Unit 14 Memorandum of Understanding Final Version

REQUIRED REVIEWERS: Human Resources Auditor Risk Counsel CEO

DEPARTMENT CONTACT: Marci Barrera, Assistant County Executive Officer, (209) 385-7682, Ext 4493.

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EXECUTIVE SUMMARY (continued from page 1):

The Board of Supervisors provided staff direction in late November of 2023 to work with various Sheriff Office bargaining groups to offer a Sheriff public safety retention salary adjustment as part of the current labor contract. The proposed retention adjustment is for a 10% increase to healthcare caps as well as a 10% base wage increase effective Pay Period 11 of 2024 and a one-year contract through June 30, 2025.

In December of 2023, Merced County reached an agreement with Merced County Law Enforcement Sergeants (MCLES), which included similar adjustments for various Unit 20, Unrepresented Management classifications for compaction and retention purposes, however, the classification of Undersheriff was not provided an adjustment at that time. The item before you today is a request for the Board of Supervisors to ratify their component of the Memorandums of Understanding for DSA, Unit 10, MCPSSU, Unit 14 and approve similar adjustments for compaction and retention purposes for the unrepresented management classification of Undersheriff. At the time the Board Agenda Item was prepared, staff was notified that the DSA and MCPSSU memberships have successfully voted to ratify the contract.