



# COUNTY OF SANTA CRUZ

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## PERSONNEL DEPARTMENT

701 OCEAN STREET, SUITE 310, SANTA CRUZ, CA 95060-4073  
 (831) 454-2600 FAX: (831) 454-2411 TDD: (831) 454-2123  
 DANIA TORRES WONG, DIRECTOR

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January 12, 2006

Agenda: January 24, 2006

Board of Supervisors  
 County of Santa Cruz  
 701 Ocean Street  
 Santa Cruz, CA 95060

**APPROVE MEMORANDUM OF UNDERSTANDING (MOU) FOR THE DISTRICT ATTORNEY INSPECTOR REPRESENTATION UNIT, ADOPT RESOLUTIONS TO IMPLEMENT PROVISIONS OF THE AGREEMENT, AND AUTHORIZE THE PERSONNEL DIRECTOR TO SIGN THE MOU.**

Dear Members of the Board:

Tentative agreement has been reached with the District Attorney Inspector Representation Unit for the period of November 16, 2005 to May 15, 2007. The tentative agreement was ratified by the Unit's membership on January 10, 2006.

The major provisions of the tentative agreement include the following:

- Cost of living increase of 2% effective November 18, 2006;
- The County's monthly contribution towards health care for active employees shall be increased by 10 percent effective February 1, 2006 and January 1, 2007. The contribution amounts for 2006 are as follows: (\$381.41) for employee only, (\$600.53) for employee plus one, (\$780.70) for employee plus two. The contribution amounts for 2007 are as follows: (\$419.55) for employee only, (\$660.58) for employee plus one, (\$858.77) for employee plus two;
- The County's monthly contribution to health care for retirees will increase effective March 1, 2006 to the following contributions: \$307 for retiree only, \$357 for retiree plus one and \$413 for retiree plus two. Effective January 1, 2007 the contributions

- will increase to the following: \$357 for retiree only, \$407 for retiree plus one, and \$463 for retiree plus two;
- Increase in the career incentive differential for Intermediate Certificate Pay to 3.5% and Advanced Certificate Pay to 5% effective June 17, 2006;
- A one time signing bonus of \$100 to be paid to employees who are active on payroll during the period of December 9, 2005 to the first pay period after your Board's action;
- The County and the Unit agree to work with the Auditor Controller prior to March 31, 2006 to review the feasibility of deleting a weekly compensatory time cap without increasing costs to the County; and
- The parties agree to a reopener clause during the first year of this agreement which is outlined in Article 3 of the MOU.

The approximate cost of implementing the changes during the contract term is \$42,000. The agreement is within the parameters authorized by your Board. The sources of funding for these increases are Federal and State funding, departmental revenues, and the general fund. The County funds are included in the County budget.

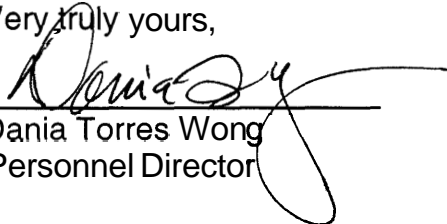
IT IS THEREFORE RECOMMENDED that your Board:

1. Approve the attached Memorandum of Understanding for the District Attorney Inspector Representation Unit;
2. Authorize the Personnel Director to sign the Memorandum of Understanding for the District Attorney Inspector Representation Unit on behalf of the County;
3. Adopt the attached resolution amending Resolution No. 279-75 to implement the salary actions described in the MOU;
4. Adopt the attached resolution amending Resolution No. 247-76 authorizing the Personnel Director to make revisions to the text and format of Section 160 (Salary, Compensation and Leave Provisions) to reflect the changes to parallel provisions of the MOU;
5. Adopt the attached resolution required to fix the Employer's contribution under the Public Employees' Medical & Hospital Care Act;

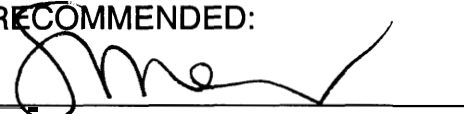
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6. Authorize the Personnel Director and the County Administrative Officer to take the necessary administrative steps to implement the provisions of the amendment.

Very truly yours,

  
\_\_\_\_\_  
Dania Torres Wong  
Personnel Director

RECOMMENDED:

  
\_\_\_\_\_  
Susan A. Mauriello  
County Administrative Officer

DTW:AP

Attachments

cc: Auditor-Payroll (2)  
District Attorney Inspector Unit  
Bob Lee, District Attorney  
Personnel Department (2)

**BEFORE THE BOARD OF SUPERVISORS**  
**OF THE COUNTY OF SANTA CRUZ, STATE OF CALIFORNIA**

**RESOLUTION NO. \_\_\_\_\_**

**On the motion of Supervisor  
duly seconded by Supervisor  
the following resolution is adopted:**

**RESOLUTION AMENDING SALARY RESOLUTION NO. 279-75**

WHEREAS, this Board of Supervisors on June 25, 1975, adopted Resolution No. 279-75 establishing the compensation of County officers, deputies, assistants, and employees, and

WHEREAS, the Board of Supervisors has approved a Memorandum of Understanding for the District Attorney Inspector Representation Unit, which provides for changes in the salary steps over the term of November 16,2005 through May 15,2007; and

NOW, THEREFORE, BE IT RESOLVED AND ORDERED that Resolution No. 279-75 be amended effective the pay period beginning November 18,2006 at 12:01 a.m. by increasing each of the hourly rates in the salary range for classes in the District Attorney Inspector Unit by 2%.

BE IT FURTHER RESOLVED AND ORDERED that Resolution No. 279-75 be amended effective the pay period beginning June 17,2006, at 12:01 a.m. by increasing the Post Pay Differential for Intermediate Certificate Pay to 3.5% and the Advanced Certificate Pay to 5.0%.

BE IT FURTHER RESOLVED AND ORDERED that the employees in the District Attorney Inspector Representation Unit who are active on payroll during the period of December 9,2005 to the first pay period after Unit ratification and Board approval shall receive a one time signing bonus of \$100.00.

BE IT FURTHER RESOLVED **AND** ORDERED that if during the first year of this agreement, the General Representation Unit receives through negotiations a new subsequent contract which modifies, adjusts, increases or decreases their current salary and or economic benefits resulting in a net percentage increase in the total cost to the County for salaries and benefits effective during the first year of their agreement which is greater than the net percentage increase agreed to herein, the Unit and the County will meet for the purpose of exchanging proposals to determine the implementation of the equivalent net percentage of increase for this bargaining Unit. The Unit agrees that for the purpose of this section that all cost figures and percentages of the County's Chief Costing Analyst shall be final.

BE IT FURTHER RESOLVED **AND** ORDERED that the Personnel Director and County Administrative Officer take the necessary administrative actions to effectuate these changes.

PASSED AND ADOPTED at a regular meeting of the Board of Supervisors of the County of Santa Cruz, State of California, this 24<sup>th</sup> day of January 24,2006, by the following vote:

AYES: SUPERVISORS  
NOES: SUPERVISORS  
ABSENT: SUPERVISORS

\_\_\_\_\_  
Mark Stone, Chairperson of the Board

ATTEST: \_\_\_\_\_  
Clerk of the Board

Approved as to form:

  
\_\_\_\_\_  
Assistant County Counsel

cc: Auditor-Payroll; District Attorney Inspector Unit; Personnel (2)

**BEFORE THE BOARD OF SUPERVISORS**  
**OF THE COUNTY OF SANTA CRUZ, STATE OF CALIFORNIA**

**RESOLUTION NO. \_\_\_\_\_**

**On the motion of Supervisor  
duly seconded by Supervisor  
the following resolution is adopted:**

**RESOLUTION AMENDING PERSONNEL REGULATIONS**

WHEREAS, this Board of Supervisors has adopted Personnel Regulations as part of the County's Procedure Manual by Resolution No. 247-76 and subsequent amendments; and

WHEREAS, the Board of Supervisors has approved a Memorandum of Understanding for the District Attorney Inspector Unit for the period of November 16, 2005 through May 15, 2007, which contains explicit changes in salary, career incentive compensation and leave regulation provisions that are also contained in Section 160 of the Personnel Regulations; and

WHEREAS, it is now desirable and necessary to amend said resolution to incorporate changes in salary, career incentive compensation, and leave provisions contained in the Memorandum of Understanding into the Personnel Regulations.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED that the Personnel Director is authorized to make revisions to the text and format of Part 160 (Salary, Compensation, and Leave provisions) of the Personnel Regulations which reflect revisions to parallel provisions in the Memorandum of Understanding for the District Attorney Inspector Unit for the period of November 16, 2005 through May 15, 2007, and to publish Part 160 with said revisions.


PASSED AND ADOPTED at a regular meeting of the Board of Supervisors of the County of Santa Cruz, State of California, this 24th day of January 24, 2006, by the following vote:

AYES:           SUPERVISORS  
NOES:           SUPERVISORS  
ABSENT:       SUPERVISORS

\_\_\_\_\_  
Mark Stone, Chairperson of the Board

ATTEST:       \_\_\_\_\_  
Clerk of the Board

Approved as to form:

  
\_\_\_\_\_

Assistant County Counsel

cc:     Auditor-Payroll; District Attorney Inspector Representation Unit; Personnel (2)

BEFORE THE BOARD OF SUPERVISORS  
OF THE COUNTY OF SANTA CRUZ, STATE OF CALIFORNIA

RESOLUTION NO.

On the motion of Supervisor  
duly seconded by Supervisor  
the following resolution is adopted:

FIXING THE EMPLOYER'S CONTRIBUTION UNDER THE  
PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT

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WHEREAS, Government Code Section 22892(a) provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b) of the Act; and

WHEREAS, Government Code Section 22892(c) provides that a contracting agency may fix the amount of the employer's contribution for employees and the employer's contribution for annuitants at different amounts provided that the monthly contribution for annuitants shall be annually increased by an amount not less than 5 percent of the monthly contribution for employees, until such time as the amounts are equal; and

WHEREAS, the County of Santa Cruz, hereinafter referred to as Public Agency, is a local agency contracting under the Act for participation by members of the District Attorney Inspector Representation Unit.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED, that the employer's contribution for each employee in the District Attorney Inspector Representation Unit, effective February 1, 2006, shall be the amount necessary to pay a portion of the cost of enrollment, including the enrollment of eligible family members, in a health benefits plan up to a maximum of \$381.41 per month with respect to an employee enrolled for self alone, \$600.53 per month for an employee enrolled for self and one family member, and \$780.70 per month for an employee enrolled for self and two or more family members, plus Contingency Reserve Fund assessments; and

BE IT FURTHER RESOLVED AND ORDERED, that effective March 1, 2006, the employer's contribution for each annuitant in the District Attorney Inspector Representation Unit shall be the amount necessary to pay a portion of the cost of his/her enrollment, including enrollment of eligible family members, in a health benefits plan up to a maximum of \$307.00 per month with respect to an annuitant enrolled for self alone, \$357.00 per month for an annuitant enrolled for self and one family member, and \$413.00 per month for an annuitant enrolled for self and two or more family members; and that the contributions for employees and annuitants shall be in addition to those amounts contributed by the Public Agency for administrative fees and to the Contingency Reserve Fund; and

RESOLVED AND ORDERED that the executive body appoint and direct, and it does hereby appoint and direct, Janet McKinley to file with the Board of Administration of the Public Employees' Retirement System a verified copy of this Resolution, and to perform on behalf of said Public Agency all functions required of it under the Act and Regulations of the Board of Administration; and be it further


PASSED AND ADOPTED BY THE Board of Supervisors of the County of Santa Cruz, State of California, this \_\_\_\_\_ day of \_\_\_\_\_, 2006, at a regular meeting by the following vote:

AYES:           SUPERVISORS  
NOES:           SUPERVISORS  
ABSENT:        SUPERVISORS

\_\_\_\_\_  
Mark Stone, Chairperson of the Board

ATTEST:        \_\_\_\_\_  
Clerk of the Board

Approved as to form:

  
\_\_\_\_\_

Assistant County Counsel

cc: Auditor-Payroll  
Personnel (2)  
District Attorney Inspector Representation Unit  
Public Employees Retirement System - Health Benefit Services Division  
Post Office Box 942714  
Sacramento, CA 94229 - 2714