

Kern County Administrative Office



County Administrative Center

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JOHN NILON

County Administrative Officer

March 13, 2012

Board of Supervisors
Kern County Administrative Center
1115 Truxtun Avenue
Bakersfield, CA 93301

**PROPOSED MEMORANDUM OF UNDERSTANDING WITH
KERN COUNTY SHERIFF'S COMMAND ASSOCIATION II FOR BARGAINING UNIT W
Fiscal Impact: \$1,800 Savings; Group Health Internal Service Fund; Not Budgeted; Discretionary**

The Memorandum of Understanding (MOU) with the Kern County Sheriff's Command Association II (KCSCA II) covering bargaining unit W expired on June 30, 2010. The parties have been negotiating for a successor MOU since May 17, 2010. These negotiations have included impasse and mediation. The proposed MOU before your Board is a result of these negotiations.

Tentative agreement has been reached on the terms and conditions contained in the attached proposed MOU. The union's membership has ratified the proposed terms of the settlement and the MOU is now presented to your Board for formal approval.

The substantive changes provided in this agreement are:

- A three year term, to expire March 13, 2015.
- A lower retirement tier of 2% at age 50 for all safety retirement employees hired on or after formal approval of this MOU.
- Effective with the pay received on May 15, 2012 (pay period 12-08), all employees (including those not currently contributing) will contribute 20% of the health insurance premium.
- Effective in the second and third years of the MOU, employees not currently contributing to retirement will commence contributions of one-sixth and one-third, respectively, of the employees' normal contribution to retirement.
- All employees will receive a 2% salary increase in the second year of the agreement.
- A re-opener to negotiate salary increases in the third year of the agreement.

There is no General Fund cost associated with Fiscal Year 2011-12; however, the savings to the Group Health Internal Service Fund are estimated at \$1,800 for Fiscal Year 2011-12, and the annual savings to the Group Health Internal Service Fund are estimated at \$10,700. The estimated annual General Fund cost associated with the 2%

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salary increase is \$19,000. The value of the retirement contributions in the second and third years of the agreement is estimated at \$23,500.

County Counsel has approved the proposed MOU as to form.

Therefore, IT IS RECOMMENDED that your Board approve and authorize the Chairman to sign the Memorandum of Understanding with the Kern County Sheriff's Command Association II for bargaining unit W, and direct the Auditor-Controller-County Clerk, County Administrative Officer, Director of Personnel, and the Kern County Employees' Retirement Association to implement the changes.

Sincerely,


John Nilon
County Administrative Officer

JN:SWAERO KCSCA II MOU 2012-15 LTR.doc

Attachments

cc: Auditor-Controller-County Clerk
Personnel Department
Kern County Employees' Retirement Association
Kern County Sheriff's Command Association II