

DATE: February 9, 2016

TO: BOARD OF SUPERVISORS

FROM: Ray Espinosa, County Administrative Officer

SUBJECT: **ADOPT A RESOLUTION APPROVING A NEW COLLECTIVE BARGAINING AGREEMENT BETWEEN THE COUNTY OF SAN BENITO AND THE INSTITUTIONS ASSOCIATION**

Background Information:

County employees in the Institutions Association are comprised of a variety of classifications who work primarily within the San Benito County Jail or Juvenile Hall. The parties have been meeting since last summer to negotiate a successor agreement to the Memorandum of Understanding (MOU) between the parties which expired on September 30, 2015.

The parties reached an agreement and the proposed MOU is now before your Board for approval.

Highlights of this agreement include:

- Term – 10/1/15 – 9/30/17
- G-Step Eligibility eligible after successful completion of one year at F Step (only available to employees hired before 10/1/14).
- Health Insurance (Active and Retiree)
 - Maintenance of the fixed dollar County contribution amount
 - Providing enabling language for the County to exit CalPERS Health beginning in 2017 based upon input from the County Insurance Committee and a final decision by the Board.
- Compensation
 - Provides for a onetime \$2,536 payment subsequent to the adoption of the MOU (prorated for part-time employees and for employees who are hired following the approval of the MOU).
 - Provides a 2% general salary increase effective the first full pay period following 10/1/16.
- Vacation Cash Out
 - Provides the ability for employees to cash out up to 25 hours of vacation as soon as administratively possible and up to 25 hours in July 2016.
- Additional Special Paid Leave (in lieu of Holiday Closure)
 - Provides for a one time allotment of 32 hours of Special Paid Leave effective January 2016 and December 2016 to use in the same manner as vacation. The leave has no cash value if not used.
- Other Miscellaneous Terms
 - Compensation Grievances – Grievances related to compensation will now begin at Step III with the Personnel Officer.
 - Incorporation the effective dates of payroll actions to coincide with pay period start dates (as part of the New World System implementation).