

November 9, 2021

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

PROPOSED MEMORANDUM OF UNDERSTANDING WITH KERN COUNTY DETENTION OFFICERS' ASSOCIATION FOR WAGES, HOURS, AND TERMS AND CONDITIONS OF EMPLOYMENT THROUGH JUNE 30, 2024

Fiscal Impact: \$3.3 million; Not Budgeted; Discretionary


Kern County's 2021-2026 Strategic Plan includes the key objective "*Be a Model of Excellence in Managing our Business and Workforce.*" Included under that objective are the goals of attracting, developing, and retaining top talent across all business areas of the County. The plan identifies the need to ensure competitive compensation practices and to reform our countywide compensation system to enable regular cost of living adjustments (COLAs). The proposed Memorandum of Understanding (MOU) with the Kern County Detention Officers' Association (KCDOA) takes a significant step toward achieving these objectives for the employees they represent.

The current MOU with KCDOA expired on September 30, 2019. The parties began successor MOU negotiations on August 3, 2021 and reached a tentative agreement on all items on September 30, 2021. KCDOA conducted a successful ratification vote of the tentative agreement, and the parties jointly propose the attached successor MOU for Board of Supervisors approval.

The key substantive changes provided in this proposed MOU are:

- Contract term through June 30, 2024
- A 5% equity adjustment effective November 20, 2021
- A new 10-Base Cost of Living Adjustment (COLA) step salary schedule with 2% incremental growth between each COLA step to be effective January 1, 2022
- A 2.5% additional COLA effective July 2, 2022
- A restructuring of the recruitment bonus from \$10,000 to \$15,000
- Elimination of the fitness pay incentive for new employees and existing non-participants
- An increase in uniform allowance from \$900 to \$1,300 per year
- Inclusion of Veterans Day as a paid holiday
- Addition of Winter Recess for 2021, 2022, and 2023
- The elimination of the Retiree Health Premium Supplement Program for new employees and the option to opt out for existing employees
- An increase in life insurance from \$10,000 to \$20,000

The jointly proposed MOU exemplifies a necessary restructure of our compensation structure affording all employees more regular wage growth throughout the tenure of their employment with the County. The

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restructured salary schedule increases the entry-level salary for all represented positions by 15% to better position our Sheriff's Office with recruiting new deputies to fill vacant and vital positions. It also provides regular and sustainable base wage growth of 2% each year for a total of nine years. This structure also affords the County the ability to offer additional COLAs at a more regular intervals to ensure that we are keeping pace with the labor market and the rising cost of living, starting on July 2022 with a 2.5% COLA.

The restructuring of the recruitment bonus allows the County to supplement the wages earned by new personnel throughout years three through eight of their career. The purpose of this restructured bonus is to better retain our new hires.

The proposed MOU also continues your Board's approach to limiting future liabilities through the elimination of the Retiree Health Premium Supplement Program and Fitness Pay Incentive for new employees. The MOU adds Winter Recess for three years of additional paid time off for all members during the holiday season, or in the alternative up to three floating days to use in a subsequent calendar year.

The fiscal impact of the proposed three-year MOU is \$3.3 million in the Sheriff's Office budget unit. County Counsel has approved the proposed Memorandum of Understanding as to form.

Therefore, IT IS RECOMMENDED that your Board approve the proposed Memorandum of Understanding with the Kern County Detention Officers' Association for wages, hours, and terms and conditions of employment through June 30, 2024 and direct the Human Resources Division to implement the changes.

Sincerely,



Devin Brown
Chief Human Resources Officer

Attachment

cc: Donny Youngblood, Sheriff-Coroner-Public Administrator
Brian Andrews, President of KCDOA