

Kern County HR

County Administrative Office

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Ryan J. Alsop
County Administrative Officer

Devin Brown
Chief Human Resources Officer

October 24, 2017

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

**PROPOSED MEMORANDUM OF UNDERSTANDING WITH KERN COUNTY DETENTION OFFICERS' ASSOCIATION FOR
A TERM FROM MARCH 13, 2015 THROUGH DECEMBER 31, 2017**

Fiscal Impact: None

The Kern County Detention Officers' Association (KCDOA) is the recognized union representing employees within the Kern County Sheriff's Office in the Detention Deputy classification series. The Memorandum of Understanding (MOU) between KCDOA and the County expired on March 13, 2015. Since that date, the parties have been actively negotiating over a successor MOU for several months. On September 13, 2017, the parties reached a tentative agreement for a successor MOU that will cover the period since expiration of the contract and through December 31, 2017.

The modifications included in this MOU are mostly non-economic in nature. One of the provisions included in this MOU is a trial modification to the County's sick leave bonus program, which gives an employee 24 hours of pay as an incentive for not using sick leave. Typically, an employee is not eligible for the sick leave bonus until they reach a maximum of 1152 hours of accrued sick leave. The parties agreed to a one-year trial period where employees represented by KCDOA will be eligible for the sick leave bonus solely if they use 12 hours or less of sick leave during a calendar year. The purpose trial period is to see if a change in the program can help reduce sick leave usage among KCDOA members. Because the facilities that these employees work in require mandatory staffing levels, reduced sick leave usage may lead to significant decreases in overtime compensation.

County Counsel has reviewed the attached agreement and approved it as to form.

Therefore, IT IS RECOMMENDED that your Board approve the attached MOU, authorize the Chairman to sign, and direct the Auditor-Controller-County Clerk, the Human Resources Division, and the Sheriff-Coroner to implement the changes.

Sincerely,

A handwritten signature in blue ink, appearing to be "Devin Brown", written over a circular stamp or seal.

Devin Brown
Chief Human Resources Officer

Attachment

cc: Donny Youngblood, Sheriff-Coroner-Public Administrator
Mary Bedard, Auditor-Controller-County Clerk