

County of Santa Clara Employee Services Agency



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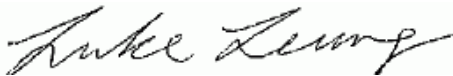
Prepared by: Ramsin Nasseri
Labor Relations Representative

Reviewed by: Deborah Edginton
Principal Labor Relations Representative

Submitted by: Brian McKenna
Labor Relations Director

DATE: June 9, 2009

TO: Board of Supervisors

FROM: 
Luke Leung
Deputy County Executive

SUBJECT: Adoption of Salary Ordinance Amendment Adjusting Salaries for Sheriff's Correctional Officers Represented by Santa Clara County Correctional Peace Officers' Association, Inc. (CPOA) and for Unrepresented Correctional Officer Cadets

RECOMMENDED ACTION

Introduction and preliminary adoption of Ordinance No. NS-5.09.89 amending Santa Clara County Salary Ordinance No. NS-5.09 relating to the compensation of Sheriff Correctional Officers represented by Santa Clara County Correctional Peace Officers' Association and the unrepresented Correctional Officer Cadets which provides for a 3.36% wage increase effective June 1, 2009. (Roll Call Vote to waive reading, Roll Call Vote to adopt)

FISCAL IMPLICATIONS

The annualized cost to implement a 3.36% wage increase for Sheriff Correctional Officers represented by Santa Clara Correctional Peace Officers' Association, Inc. is approximately \$2,480,688.

The cost of the wage increase for Correctional Officer Cadets for FY 2010 is \$26,631 based on plans for one academy class with an enrollment of 50 lasting for 6 pay periods.

The costs for the proposed increases for FY 2010 are included in the County Executive's recommended budget for FY 2010.

CONTRACT HISTORY

Not applicable.

REASONS FOR RECOMMENDATION

On May 30, 2008, the County and Santa Clara County Correctional Peace Officers' Association, Inc. (CPOA) reached agreement on a three year Memorandum of Understanding with a term from June 2, 2008 to May 29, 2011. In the second year of the MOU, effective pay period 9/13, June 1, 2009, the County and CPOA agreed that Correctional Officers shall receive a minimum wage increase of two percent (2%) and a maximum of five percent (5%) based upon the results of the salary survey conducted by the parties. The 5 County survey result indicates that the wage increase for FY 2010 be 3.36%.

BACKGROUND

In May 2008 the County and Santa Clara County Correctional Peace Officers' Association, Inc. (CPOA) reached agreement on a 3 year successor labor agreement. The new agreement is in effect to and including May 29, 2011. The Board of Supervisors approved the agreement on June 10, 2008.

CONSEQUENCES OF NEGATIVE ACTION

The County will be unable to implement the wage increase for Correctional Officers represented by Santa Clara County Correctional Peace Officers' Association, Inc. (CPOA).

STEPS FOLLOWING APPROVAL

Upon approval, the Clerk of the Board's Office is requested to send Keyboard notification of the completed processing to Mary Ann Barrous of the Employee Services Agency.

ATTACHMENTS

- Salary Ordinance Amendment NS-5.09.89