



HUMAN RESOURCES DEPARTMENT

MONA MIYASATO
Acting Director

July 21, 2009

Board of Supervisors
County of Marin
3501 Civic Center Drive
San Rafael, CA 94903



SUBJECT: Approval of a tentative agreement with the Marin County Deputy Sheriff's Association for a One-year Extension of Memorandum of Understanding

Dear Board Members:

RECOMMENDATION: It is the recommendation of the Department of Human Resources that your Board approve a tentative agreement for a one-year contract extension with the Marin County Deputy Sheriff's Association. Agreement was reached between the County negotiating team and the Association on July 8, 2009 and extends the current contract through June 30, 2011. The agreement was ratified on July 20, 2009, which is within the July 12-25 pay period and is therefore effective July 12, 2009.

SUMMARY: The terms of this agreement are in alignment with the County's overall labor relations strategy over the next two years and are as follows:

Term	Extended 2007-2010 contract an additional year through June 30, 2011
General Salary Adjustments	Effective July 12, 2009, the MCDSA agrees to reduce the negotiated salary increase scheduled for the first pay period in July 2009 from three (3%) percent to one and one-half percent (1.5%). Effective the first full pay period in July 2010, the rate of pay for all classes and employees in the bargaining unit shall be increased by one and one-half to two percent (1.5-2.0%) based on the April-April San Francisco-Oakland-San Jose CPI-U.
Equity Adjustments	The MCDSA agrees to delay the July 2009 negotiated equity increase (.25% of the annual bargaining unit salary as of June 30, 2009) until the first full pay period in June 2010.
Biweekly Fringe Benefits	Effective the second pay period in

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