



COUNTY OF MARIN HUMAN RESOURCES DEPARTMENT

JOANNE PETERSON
Director

September 21, 2010

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

SUBJECT: Approval of a tentative agreement between Marin County and the Deputy Sheriff's Association regarding employees in the Coroner Investigator classification.

Dear Board Members:

RECOMMENDATION: It is the recommendation of the Department of Human Resources that your Board approve a tentative agreement between Marin County and the Deputy Sheriff's Association regarding employees in the Coroner Investigator classification and authorize the Board president to execute the tentative agreement. The Agreement is effective Jan 11, 2011.

SUMMARY: Earlier this year, your Board approved the consolidation of the Coroner's Office and the Marin County Sheriff's Office to be effective January 11, 2011. As such, a tentative agreement was reached and a summary of the primary financial terms of the tentative agreement is listed below; a more complete summary of all items included in the tentative agreement are included in Attachment 1.

Term January 11, 2011 – June 30, 2011

Salaries The parties agreed to the following rate of pay for Coroner's Investigator:

Base Salary	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly Rate	\$34.31	\$36.03	\$37.83	\$39.72	\$41.71
Bi-Weekly Salary	\$2,745	\$2,882	\$3,026	\$3,178	\$3,337
Monthly Salary	\$5,947	\$6,245	\$6,557	\$6,885	\$7,230
Annual Salary	\$71,365	\$74,942	\$78,686	\$82,618	\$86,757

**Unused
Vacation
Time**

The parties agreed to reduce the vacation cap to 304, in order to be consistent with the rest of the Deputy Sheriff Association. On a one-time basis, the Sheriff will buy down any accumulated leave accrued in excess of 284 hours at the employees' current rate of pay. **One-Time Cost: \$6,375.00**

Certificate and Educational Incentive Consistent with the DSA agreement, Coroner Investigators who possess an intermediate or advanced Coroner certificate awarded to them by the California Commission on Peace Officer Standards and Training will be eligible for a P.O.S.T incentive.

Call Back and Overtime A Coroner Investigator is eligible for call back pay, at the overtime rate, if the employee has departed from his/her work location and is called back to work. If the employee does not return to work, but is called and is required to perform work, they will be compensated at the overtime rate for time worked.

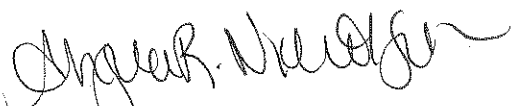
FISCAL IMPACT: Using comparable jurisdictions, the County conducted a thorough compensation survey and the annual salary and hourly salary included in this tentative agreement are comparable to similar classifications working a 40 hour work week. This recommended action is consistent with your Board's direction of October 27, 2009 to proceed with a reorganized and consolidated elected Sheriff-Coroner's Office. The adopted budget reflects a \$200,000 savings in FY 2010-11 with ongoing savings of \$400,000 starting in FY 2011-12. The Administrator's Office is currently working with the Sheriff's Office to prepare a reorganization plan for your Board's consideration in October to achieve the budgeted savings.

REVIEWED BY:

<input type="checkbox"/>	Finance	<input checked="" type="checkbox"/>	N/A
<input type="checkbox"/>	County Counsel	<input checked="" type="checkbox"/>	N/A
<input checked="" type="checkbox"/>	Human Resources	<input type="checkbox"/>	

Respectfully Submitted,

Reviewed by:


 Angela R. Nicholson
 Principal Personnel Analyst


 Joanne Peterson
 Director of Human Resources

- cc: Mona Miyasato, Chief Assistant County Administrator
 Liz Paris, Deputy Director, Human Resources
 Larry Daniel, Principal Personnel Analyst, Human Resources
 Colleen Beck, Personnel Analyst II, Human Resources
 Lisa Cutten, Employee Benefits Supervisor, Human Resources
 Hugh Baker, President, DSA
 Captain Rick Navarro, Sheriff's Office
 Dan Eilerman, Budget Manager, County Administrator's Office
 Brenda Grayson, Principal Systems Analyst, Project MERIT
 Misha Miki-Ladner, Senior Personnel Analyst, Project MERIT

ATTACHMENT 1

The non-financial changes and additions to the tentative agreement include:

- Uniform Allowance** The DSA agrees to meet and confer should a uniform be required and not provided for by the Sheriff's Office.
- Background Investigation** Prior to January 11, 2011, all Coroner Investigator's must submit to and pass the Sheriff's Office background investigation
- Hours of Work** The standard work week shall consist of forty (40) hours of work in any seven (7) consecutive calendar-day period.
- Unused Vacation Time** Accumulated unused vacation time shall not exceed three hundred and four (304) hours per employee. Thereafter the additional accumulation shall be suspended unless otherwise approved in advance by the County Administrator, in the County Administrator's sole discretion, in cases where such is beneficial to County.
- For any Coroner Investigator who has accrued more than 304 hours of vacation, on a one time basis, the first full pay period following January 11, 2011, the County will pay for those hours accrued in excess of 284 at the current rate of \$31.25 per hour.
- Certificate and Educational Incentive** Coroner Investigators who possess an intermediate Coroner certificate awarded to them by the California Commission on Peace Officer Standards and Training will be eligible for a P.O.S.T. certificate incentive of \$225.00 per month payable in biweekly payments of \$103.85 per pay period.
- Coroner Investigators who possess an advanced Coroner certificate awarded to them by the California Commission on Peace Officer Standards and Training will be eligible for a P.O.S.T. certificate incentive of \$375.00 per month payable in biweekly payments of \$173.08 per pay period.
- Call Back and Overtime** Any Coroner Investigator who has departed from his/her work location and is called back to work is guaranteed a minimum of four (4) hours compensation at the applicable (overtime) rate unless the overtime work immediately precedes the employee's regular shift. (4) Hours of compensation is applicable provided the employee is in fact called back and has responded to that directive to return to work.
- For the purposes of this section, "responded means an employee has either responded to the requested location and/or is en route to such location.

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If the Coroner Investigator is not called to work, but is called and is required to perform work, the employee shall receive compensation at the applicable (overtime) rate. Such overtime shall be compensated to the nearest 5 minutes.