



P I N A L • C O U N T Y
Wide open opportunity

MEMORANDUM

DATE: October 4, 2014
TO: Board of Supervisors
FROM: Greg Stanley, County Manager
RE: Amendment to Memorandum of Understanding between Pinal County and the Pinal County Deputies Association

On December 17, 2014 the Board of Supervisors approved Ordinance No 121714B-MC. This ordinance expanded the definition of employee groups, adding the rank of Sergeants from both deputies and detention officers. That ordinance sunsets on December 31, 2017.

The current MOU with the PCDA which is in effect until June 30, 2017 does not include Sergeants. PCDA desires to add Sergeants to the MOU and has engaged in discussions with management in order to accomplish this amendment. During the discussions at the Board meeting on December 17, 2014 PCDA representatives indicated that the addition of Sergeants would be completed with no additional cost to Pinal County. The most significant cost items in the current MOU deal with shift differential and on-call pay, with the estimate of those costs being \$350,000 annually.

PCDA submitted a request to amend the MOU adding Sergeants, but excluding Sergeants from the provisions dealing with additional costs associated with shift differential and on-call. They did request to include Sergeants in the provision of the MOU that deals with Accrued Sick Leave (Section XIII, B). The estimated additional cost to add this coverage, assuming the 10 eligible Sergeants took advantage of it, is approximately \$48,000 annually (including ERE's).

In further discussions with PCSO Management there was a request to establish the quartermaster uniform system in lieu of the uniform allowance as currently being done within PCSO. PCDA does not agree with that change. I suggested that PCDA wait until we re-negotiate the MOU prior to expiration of the current MOU, but PCDA desired to get this resolved now. We agreed to present the Board options and allow the Board to decide.

Attached to this agenda item are three resolutions. Version A would make Sergeants eligible for Accrued Sick Leave. Version B adds the Sergeants to the MOU, but not eligible for Accrued Sick Leave. Version C makes no changes, effectively leaving the addition of Sergeants to be discussed at the time of re-negotiation in 2017.

Summary of changes:

Added Sergeants as members of the recognized employee group – multiple places in the document.
Added Exclusionary Language (spelled out in Section III, B, 6) to clarify areas of the document that do not apply to Sergeants.
Changed reference to Pinal County Employee Benefit Trust to Arizona Metropolitan Trust (Section IX)
Clarified bereavement leave to match up with county policy.

COUNTY MANAGER'S OFFICE