



County of Santa Cruz Board of Supervisors

Agenda Item Submittal

From: Personnel

Subject: DPOA TA Agreement and MOU Update (2025-2027)

Meeting Date: March 11, 2025

Formal Title: Approve tentative agreement with the Deputy Probation Officer Association (DPOA), and take related actions

Recommended Actions

1. Approve the Memorandum of Understanding (MOU) with DPOA which incorporates the tentative agreement;
2. Adopt the attached resolution amending Resolution 279-75 implementing the salary and benefit provisions of the agreement;
3. Authorize the Personnel Director to sign the MOU;
4. Approve the revised salary schedule, effective March 15, 2025, reflecting changes for the DPO Unit classifications as required by CalPERS pursuant to California Code of Regulations, Title 2, §570.5; and
5. Authorize the Personnel Director, Auditor-Controller-Treasurer Tax Collector, and the County Administrative Officer to take all necessary administrative actions to effectuate administrative and benefit changes to implement the provisions as outlined.

Executive Summary

Approve the MOU that incorporates the tentative agreement with the DPO Unit and adopt the attached resolution implementing provisions of the agreement.

Discussion

A tentative agreement was reached with the DPOA on February 4, 2025, for a three-year contract for the period of January 1, 2025 to December 31, 2027. The County received official notification on February 11, 2025, from DPOA that the tentative agreement was ratified by a majority vote of the Association membership. The agreement is within the authority established by the Board.

The major provisions of the tentative agreement include the following which are incorporated into the attached MOU (Attachment A):

- A cost-of-living increase of 4% effective the first full pay period after ratification and Board of Supervisor approval:

- A cost-of-living increase of 4% effective 26 pay periods after the 2025 cost-of-living increase;
- A cost-of-living increase of 3.5% effective 26 pay periods after the 2026 cost-of-living increase;
- Equity adjustment of 2.5% effective the first full pay period after ratification and Board of Supervisor approval;
- Effective as soon as administratively possible, for calendar year 2025, County will contribute 95%/90%/90% of the 2025 premium of the second lowest cost HMO available in CalPERS Health (\$1,057.26 for Employee only, \$2,003.22 for Employee +one and \$2,604.19 for Employee + two or more dependents);
- For calendar year 2026, County will contribute 95%/90%/90% of the 2026 premium of the second lowest cost HMO available in CalPERS Health;
- For calendar year 2027, County will contribute 95%/90%/90% of the 2027 premium of the second lowest cost HMO available in CalPERS Health;
- Incorporates language to meet and confer to establish a Retiree Medical Trust.
- Various cleanup and modifications to language related to dental care, life insurance, Employee Assistance Program, meal allowance in declared emergency, bereavement leave, parental leave, and Bilingual Designation Study Committee.
- Revised Probation Department Taser Policy (Attachment B).

Financial Impact

Consistent with the County Policies and Procedures Manual Title V, Section 114, this letter serves as the memorandum from the County Administrative Officer providing the approximate cost of the tentative agreement as described in the chart below. The sources of funding for these increases are Federal and State funding, departmental revenues, and General fund. The County funds will be included in the County budget for the current year and incorporated into the budget for future fiscal years.

Year 1 January 2025 - December 2025	Year 2 January 2026 - December 2026	Year 3 January 2027 – December 2027	Total Cost
\$429,870	\$437,167	\$430,218	\$1,297,255

Strategic Initiatives

Equity Framework - Leadership, Operations & Services

Operational Plan - Operational Excellence

Climate Action - Government Operations

Submitted By:

Ajita Patel, Personnel Director

Recommended By:

Carlos J. Palacios, County Administrative Officer

Artificial Intelligence Acknowledgment:

Artificial Intelligence (AI) did not significantly contribute to the development of this agenda item.