

"SPECIAL"
JOINT-PERSONNEL AND COMPENSATION AND LABOR RELATIONS COMMITTEES
MINUTES
MONDAY, JANUARY 30, 2023
3:00 P.M.

PRESENT: Robert C. Sassi, Chairman (Personnel and Compensation Committee)
Leigh J. Benton, L. Stephen Brescia, Thomas J. Faggione, Michael D. Paduch

Robert C. Sassi, Chairman (Labor Relations Advisory Committee)
Leigh J. Benton, Thomas J. Faggione, Kevin W. Hines, Michael D. Paduch

ALSO

PRESENT: Katherine E. Bonelli, Chairwoman
Betsy N. Abraham, Esq., Legislative Counsel
Langdon Chapman, Commissioner, Human Resources
Donna McCarey, Deputy Commissioner, Human Resources
Alison Tyack, Director of Personnel Management, Human Resources
Molly O'Donnell, Director, Human Resources/Workforce Development
Brett Weeden, Investigator, District Attorney's Office
Gretchen Riordan, Deputy Budget Director

Mr. Sassi called the meeting to order at 3:02 p.m. and asked everyone to stand for the Pledge of Allegiance to the Flag. All committee members were present with the exception of Mr. O'Donnell, Mr. Minuta, Mr. Lujan (Personnel and Compensation) and Mr. Ruskiewicz, Ms. Tautel (Labor Relations Advisory Committee) who were absent. Mr. Benton arrived at 3:05 p.m.

Mr. Faggione moved to authorize the acceptance of the proposed contract with the Orange County Deputy Sheriff's Police Benevolent Association (OCDSPBA), seconded by Mr. Brescia. (Personnel and Compensation/Labor Relations)

Mr. Chapman explained that it was a five-year contract from 2023 through and including 2027. There were many changes within the contract. Overall it is 3% a year based on calculations. They wanted to create an opportunity for officers to retire after twenty years instead of twenty-five, and receive paid health insurance. They negotiated a pilot program for ten years so that will be able to test the program. He added that the general rule is when a senior officer retires they are making more in salary than a new hire would make, although they will pay the health insurance for those few years before they hit twenty-five years, which they would normally pay, they would also pay the replacement officer significantly less so they consider it a wash.

Mr. Hines asked about the \$3,000 that they get up front.

Mr. Chapman explained that it is a timely signing bonus. It is a recognition because they want to retain their officers.

Motion carried. All in favor. (Personnel and Compensation/Labor Relations)

Mr. Faggione moved the request to authorize the acceptance of the proposed contract with the Orange County District Attorney's Criminal Investigators' Association, Inc., seconded by Mr. Benton. (Personnel and Compensation/Labor Relations)

Mr. Chapman explained that this is very similar to the Police Benevolent Association (PBA), but the increase was a little more because they are 3.5% for the District Attorney Investigators, but they have a savings by not paying health insurance cost because most of them are retired. They make them eligible for the insurance buyout, and they were not in the past. He added that the contract is for five years.

Motion carried. All in favor. (Personnel and Compensation/Labor Relations)

On the motion of Mr. Faggione, seconded by Mr. Benton, the meeting adjourned at 3:11 p.m.