



# Board Agenda Item 45

DATE: September 22, 2020

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 10

RECOMMENDED ACTION(S):

**Approve the Memorandum of Understanding for Representation Unit 10, District Attorney Investigators, represented by the District Attorney Investigators Association, effective November 2, 2020, through November 14, 2021.**

There is a \$5,174 increase in Net County Cost (NCC) associated with the recommended action. Approval of the recommended action would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding the successor Memorandum of Understanding (MOU) for Representation Unit 10, effective November 2, 2020, through November 14, 2021. The total estimated cost for FY 2020-21 is approximately \$13,082 including \$5,174 in NCC. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, negotiations with Unit 10 would commence as originally scheduled.

FISCAL IMPACT:

There is an increase in NCC of \$5,174 associated with the recommended action. The total estimated cost of the negotiated terms and conditions for FY 2020-21 is approximately \$13,082; \$5,174 in NCC, which includes related retirement costs. The estimated year-over-year cost increase for FY 2021-22 is approximately \$11,034; \$4,364 in NCC. Impacted department's FY 2020-21 appropriations will be monitored and adjustments will be brought to your Board if needed.

DISCUSSION:

Your Board's representatives have met with Unit 10 representatives and have reached a tentative agreement regarding Unit 10's MOU (current MOU will expire November 1, 2020).

The significant components of the agreement are as follow:

- MOU Term:
  - November 2, 2020, through November 14, 2021
  
- Health Insurance: (*Up to* indicates that the contribution will not exceed the cost of the employee's health plan selection)

- Increase County Contributions for Employee Only up to \$368 (up to \$25 increase per pay period) effective December 14, 2020

➤ Miscellaneous:

- Addition, update, or deletion of MOU language and/or obsolete addenda

REFERENCE MATERIAL:

BAI #35, November 6, 2018

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Representation Unit 10

CAO ANALYST:

Yussel Zalapa