



Board Agenda Item 31

DATE: April 11, 2023

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addenda to Memoranda of Understanding for Bargaining Units 36 and 39

RECOMMENDED ACTION(S):

1. **Approve Addendum to the Memorandum of Understanding (MOU) for Representation Unit 39 - Operating Engineers, represented by the Stationary Engineers Local 39, effective May 1, 2023;**
2. **Approve Addendum to the MOU for Representation Unit 36 - Supervisory Employees, represented by the Service Employees International Union, Local 521, effective May 1, 2023;**
3. **Approve salary range adjustment for the Fleet Services Supervisor classification, effective May 1, 2023; and**
4. **Approve the related Salary Resolution Amendments, as reflected on Appendix "A".**

There is a total increase of \$22,551 in Net County Cost (NCC) associated with the recommended actions, primarily over fiscal years 2022-23 and 2023-24. Approval of the recommended actions will authorize salary adjustments for identified classifications as reflected on Appendix "A", to address existing recruitment and retention issues as well as compaction. The total year-over-year cost of the recommended actions is approximately \$754,246. This item is county wide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the existing salaries for the identified classifications would remain in effect and the MOUs with Representation Units 36 and 39 would remain unchanged.

FISCAL IMPACT:

The total estimated cost of the recommended actions for FY 2022-23 is approximately \$63,247; \$1,818 of which is NCC and includes related retirement costs. Impacted department appropriations will be monitored and adjustments will be brought to your Board, if needed. The estimated cost for FY 2023-24 is \$690,999; \$20,733 of which is NCC. Sufficient appropriations will be included in the impacted department's FY 2023-24 budget requests.

DISCUSSION:

On December 14, 2021, your Board approved a successor MOU for Representation Unit 39 (Operating Engineers), and on January 18, 2022, your Board approved a successor MOU for Unit 36 (Supervisory Employees). Consistent with your Board's direction, and to remain competitive in the local labor market,

salary increases are recommended for the following classifications:

- Unit 39:
 - Air Conditioning Mechanic
 - Automotive Mechanic
 - Building Maintenance Engineer
 - Heavy Duty Mechanic
 - Locksmith
 - Maintenance Carpenter
 - Maintenance Electrician
 - Maintenance Painter
 - Maintenance Plumber
 - Welder
 - 5% Effective May 1, 2023
 - 5% Effective July 10, 2023
- Unit 36:
 - Master Automotive Mechanic
 - Master Heavy Duty Mechanic
 - 6.72% Effective May 1, 2023
 - Senior Welder
 - 3.5% Effective May 1, 2023

Additionally, to prevent compaction, a salary range adjustment is recommended for the Unrepresented Fleet Services Supervisor classification.

- UNR:
 - Fleet Services Supervisor
 - 4.8% Effective May 1, 2023

REFERENCE MATERIAL:

BAI #44, December 14, 2021

BAI #37, January 18, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to MOU for Unit 39

Addendum to MOU for Unit 36

Salary Resolution Amendment - Appendix "A"

CAO ANALYST:

Greg Reinke