



Board Agenda Item 35.1

DATE: November 16, 2021
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Memorandum of Understanding for Representation Unit 7

RECOMMENDED ACTION(S):

- 1. Approve the successor Memorandum of Understanding for Representation Unit 7, represented by the California Nurses Association, effective November 15, 2021; and;**
- 2. Approve the related Salary Resolution Amendment as reflected on Appendix "B"**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 7's successor Memorandum of Understanding (MOU), effective November 15, 2021, through November 12, 2023. The estimated cost for FY 2021-22 is \$274,923; none of which is Net County Cost (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 actions, the existing terms and conditions would remain in effect and contract negotiations would continue.

FISCAL IMPACT:

The total estimated cost of the negotiated terms and conditions for FY 2021-22 is approximately \$274,923, including related retirement costs, none of which is NCC. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed.

DISCUSSION:

Your Board's representatives met and conferred with Unit 7's representatives regarding a successor MOU (latest MOU expired November 14, 2021). A tentative agreement was signed on October 21, 2021, and was subsequently ratified by the California Nurses Association.

- MOU Term:
 - November 15, 2021, through November 12, 2023
- Salary Adjustments:
 - 3% increase effective November 15, 2021
 - 3% increase effective November 14, 2022

- Health Insurance for Plan Year 2022: (up to indicates that the contribution will not exceed the cost of the employee's health plan selection)
 - Increase total County contribution for Employee Only up to \$388 effective December 13, 2021
 - Increase total County contribution for Employee plus Spouse up to \$498 effective December 13, 2021
 - Increase total County contribution for Employee plus Child(ren) up to \$498 effective December 13, 2021
 - Increase total County contribution for Employee plus Family up to \$593 effective December 13, 2021

- Health Insurance for Plan Year 2023: (up to indicates that the contribution will not exceed the cost of the employee's health plan selection)
 - Increase total County contribution for Employee Only up to \$408 effective December 12, 2022
 - Increase total County contribution for Employee plus Spouse up to \$518 effective December 12, 2022
 - Increase total County contribution for Employee plus Child(ren) up to \$518 effective December 12, 2022
 - Increase total County contribution for Employee plus Family up to \$703 effective December 12, 2022

- Supplemental Retirement Plan Match for Members in Retirement Tiers IV and V:
 - Establish and implement a County match on contributions made to a County sponsored supplemental retirement plan by members in Retirement Tiers IV and V, up to \$25 per pay period. Members not contributing to a County sponsored supplemental retirement plan will not be eligible to receive this match. The duration of the County's supplemental retirement plan contribution match will be at the Board's discretion and can be eliminated at any time.

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

REFERENCE MATERIAL:

BAI #34, November 2, 2021
BAI #34, September 21, 2021
BAI #44, September 22, 2020

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Unit 7
Appendix "B"

CAO ANALYST:

Yussel Zalapa