



Board Agenda Item 30

DATE: December 15, 2015
TO: Board of Supervisors
SUBMITTED BY: Paul Nerland, Interim Director of Personnel Services
SUBJECT: Memoranda of Understanding for Representation Units 13, 39, and 43

RECOMMENDED ACTION(S):

- 1. Approve the Memoranda of Understanding (MOU) for Representation Unit 13 - Crafts and Trades, Unit 39 - Operating Engineers, and Unit 43 - Computer Employees, represented by Stationary Engineers - Local 39, effective December 21, 2015, through July 3, 2016.**
- 2. Approve the related Salary Resolution Amendments as reflected on Appendix "B".**

ALTERNATIVE ACTION(S):

If the Board were not to approve the recommended actions the existing terms and conditions would remain in effect and successor MOU negotiations would continue.

FISCAL IMPACT:

There is no additional cost associated with the terms of these contracts.

DISCUSSION:

Your Board's representatives have met and conferred with Unit 13, 39, and 43 representatives regarding successor MOUs since October 7, 2015, (the latest MOUs expired on November 8, 2015). Tentative Agreements were reached on November 12, 2015, which were ratified by the respective membership. Local 39 currently represents 304 County employees (Unit 13 = 125; Unit 39 = 56; and Unit 43 = 123).

The significant components of the successor MOUs, effective December 21, 2015, unless otherwise noted, include the following:

- MOU Term:
 - December 21, 2015, through July 3, 2016.
- Salary:
 - Status Quo
- County Health Benefit Contribution:
 - The parties agree that the County Health Benefit Contribution will remain the same (status quo) for Plan Year 2016.

- Annual Leave Donation Program:
 - Expansion of qualifying relatives for the Catastrophic Illness or Injury provision to include the employee, their spouse, or employee's dependent grandchild.

- Bilingual Skill Pay:
 - Modify from flat rate to pro-rated amount.

- Compensatory Time Off:
 - Increase maximum accrual from 32 hours to 40 hours.

- Reopeners: Effective no sooner than January 31, 2016
 - Foot Protection - Unit 13 (Parks Groundskeeper I/II/III) and Unit 39 (specific Maintenance personnel)
 - Tool Insurance (Unit 39)

- Miscellaneous:
 - Update or deletion of MOU language and/or obsolete addenda.

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOUs
Salary Resolution Amendment

CAO ANALYST:

Samantha Buck