



# Board Agenda Item 36

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DATE: October 23, 2018

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Addendum to Memorandum of Understanding for Representation Unit 36

RECOMMENDED ACTION(S):

**Approve the Addendum to Memorandum of Understanding regarding Standby Pay for Representation Unit 36 - Supervisory Employees, represented by Service Employees International Union - Local 521, effective October 22, 2018**

Approval of the recommended action would amend Article 21 - Standby Pay by adjusting the compensation rate for Social Work Supervisors who are placed on standby, from \$2.50 per hour to \$7.50 per hour.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, the existing terms and conditions would remain in effect.

FISCAL IMPACT:

The estimated cost associated with the recommended action is approximately \$6,250 (\$425 in NCC) and is included in the FY 2018-19 Adopted Budgets for the impacted departments.

DISCUSSION:

At the request of Service Employees International Union (SEIU), your Board's representatives have met and conferred with Unit 36 representatives regarding an increase in Standby Pay for Social Work Supervisors. The recommended action re-establishes parity between supervisors and their subordinate employees who are subject to standby provisions.

REFERENCE MATERIAL:

BAI #42, dated August 7, 2018 - MOU for Representation Units 3, 4, 12, 22, and 36

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU Addendum - Unit 36

CAO ANALYST:

Juan Lopez