



Board Agenda Item 33

DATE: January 6, 2026

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 31

RECOMMENDED ACTION(S):

- 1. Approve the successor Memorandum of Understanding for Representation Unit 31, represented by the Professional Association County Employees, effective January 5, 2026; 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 a successor Memorandum of Understanding (MOU) for Representation Unit 31, effective January 5, 2026, through January 3, 2027. The estimated cost of the negotiated terms and conditions for FY 2025-26 is \$246,819; \$222,137 of which is Net County Cost (NCC). The estimated cost of the negotiated terms and conditions for FY 2026-27 is \$595,608; \$536,047 of which is Net County Cost (NCC). Impacted department appropriations will be monitored, and adjustments will be brought to your Board prior to fiscal year-end 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 2025-26 is approximately \$246,819, including related retirement costs, \$222,137 of which is NCC. Impacted department appropriations will be monitored, and adjustments will be brought to your Board prior to fiscal year-end if needed.

The total cost for FY 2026-27 is approximately \$595,608; \$536,047 of which is NCC. Sufficient appropriations will be included in the impacted Department's FY 2026-27 recommended budget request.

DISCUSSION:

Your Board's designee reached a tentative agreement that was subsequently ratified by the Professional Association County Employees (latest MOU expired December 7, 2025).

The significant components of the agreement are as follows:

- MOU Term:
 - January 5, 2026, through January 3, 2027
- Salary Adjustments:
 - Effective January 5, 2026:
 - 1% increase for all classifications
 - Effective June 22, 2026:
 - 2% increase for all classifications
 - Reopener regarding salary for Defense Attorney I/II/III on or about March 2026
- Health Insurance: (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 \$473 (up to \$15 increase per pay period) effective January 5, 2026.
 - Increase total county contribution for Employee plus Child(ren) up to \$778 (up to \$60 increase per pay period) effective January 5, 2026.
 - Increase total county contribution for Employee plus Spouse up to \$778 (up to \$60 increase per pay period) effective January 5, 2026.
 - Increase total county contribution for Employee plus Family up to \$963 (up to \$60 increase per pay period) effective January 5, 2026.

Employees eligible to participate in the County's Health Plan Benefit Program can choose to opt out during the next open enrollment period by providing written proof that they have qualifying medical coverage from another source.

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

REFERENCE MATERIAL:

BAI #39, December 12, 2023

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Representation Unit 31
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Sevag Tateosian