



# Board Agenda Item 42

DATE: September 22, 2020

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 25

RECOMMENDED ACTION(S):

**Approve the Memorandum of Understanding for Representation Unit 25, Engineering Technicians, represented by the Association of Engineering Technicians, effective September 21, 2020, through October 3, 2021.**

There is no increase in Net County Cost (NCC) associated with the recommended action. Approval of the recommended action would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding a successor Memorandum of Understanding (MOU) for Unit 25, effective September 21, 2020, through October 3, 2021. The total estimated cost for FY 2020-21 is approximately \$18,739, none of which is NCC. 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 action, negotiations with Unit 25 would continue.

FISCAL IMPACT:

There is no increase in NCC associated with the recommended action. The total estimated cost of the negotiated terms and conditions for FY 2020-21 is approximately \$18,739; \$0 in NCC, which includes related retirement costs. The estimated year-over-year cost increase for FY 2021-22 is approximately \$15,805; \$0 in NCC. The department's FY 2020-21 appropriations will be monitored and adjustments will be brought to your Board if needed.

DISCUSSION:

Your Board's representatives have met with Unit 25 representatives and have reached a tentative agreement regarding Unit 25's MOU (latest MOU expired March 22, 2020).

The significant components of the agreement are as follows:

- MOU Term:
  - September 21, 2020, through October 3, 2021
  
- Health Insurance: (*Up to* indicates that the contribution will not exceed the cost of the employee's health plan selection)
  - Increase County Contributions for Employee Only up to \$368 (up to \$25 increase per pay

period) effective December 14, 2020

➤ Miscellaneous:

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

REFERENCE MATERIAL:

BAI #28, November 5, 2019

BAI #40, May 1, 2018

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Representation Unit 25

CAO ANALYST:

Yussel Zalapa