



Board Agenda Item 47

DATE: May 17, 2022
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Addenda to Memoranda of Understanding for Representation Units 3 and 36

RECOMMENDED ACTION:

Approve the Addenda to the Memoranda of Understanding, regarding the Child Protective Services (CPS) assignment differential, and salary adjustments for identified classifications as reflected in Appendix “B”, effective May 16, 2022, within the following Units, represented by SEIU Local 521:

- **Unit 3 - Mental Health Professionals and Social Workers**
- **Unit 36 - Supervisory Employees**

There is a Net County Cost (NCC) increase of \$4,086 associated with this action. Approval of the recommended action would increase the Child Protective Services (CPS) assignment differential and implement salary adjustments for the identified classifications to address recruitment and retention issues. The estimated cost of the recommended action for FY 2021-22 is approximately \$308,166; \$4,086 of which is NCC. The estimated cost for FY 2022-23 is approximately \$2,362,608; \$31,329 of which is NCC. This item is countywide.

ALTERNATIVE ACTION:

If your Board were not to approve the recommended action, the existing terms and conditions would remain in effect; however, recruitment and retention issues for the identified classifications would continue.

FISCAL IMPACT:

The estimated cost of the recommended action for FY 2021-22 is approximately \$308,166; \$4,086 of which is NCC. Impacted departments' FY 2021-2022 appropriations will be monitored and adjustments will be brought to your Board if needed.

The estimated cost for FY 2022-23 is approximately \$2,362,608; \$31,329 of which is NCC. Sufficient appropriations and associated revenue will be included in the impacted departments' FY 2022-23 budget requests.

DISCUSSION:

The Department of Human Resources has identified the below named classifications as “hard-to-fill” positions experiencing recurring recruitment and retention issues. Approval of the recommended action would implement salary adjustments for the following identified classifications, effective May 16, 2022:

<u>Unit</u>	<u>Classification</u>	<u>% Increase</u>
03	Defense Social Worker I/II/III	4.50%
03	Medical Social Worker I/II/III	4.50%
03	Social Work Practitioner	5.75%
03	Social Worker I/II/III	4.50%

In addition, the recommended action would effectuate an increase in the CPS assignment differential from 5% to 7.5%, effective May 16, 2022, for Representation Units 3 and 36. Approval of the recommended action would serve to address existing recruitment and retention issues associated with the affected positions.

REFERENCE MATERIAL:

BAI #37, January 18, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "B"

Addendum to Unit 3 MOU

Addendum to Unit 36 MOU

CAO ANALYST:

Yussel Zalapa