



# Board Agenda Item 44

DATE: December 14, 2021

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memoranda of Understanding for Representation Units 13, 39 and 43

RECOMMENDED ACTION(S):

- 1. Approve the successor Memoranda of Understanding Representation Units 13, 39 and 43, represented by the Stationary Engineers - Local 39, effective December 13, 2021; and,**
- 2. Approve the related Salary Resolution Amendments as reflected on Appendix "C"**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding successor Memoranda of Understanding (MOU) for Representation Units 13, 39 and 43, effective December 13, 2021, through December 10, 2023. The estimated cost for FY 2021-22 is \$788,462; of which \$51,141 is Net County Cost (NCC). Impacted 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 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 2021-22 is approximately \$788,462, including related retirement costs, \$51,141 of which is NCC. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed.

DISCUSSION:

Your Board's representatives met and conferred with representatives for Units 13, 39 and 43, regarding successor MOUs (latest MOUs expired November 14, 2021). Tentative agreements were signed on November 3, 2021, and subsequently ratified by Local 39.

- MOU Term for All Units:
  - December 13, 2021, through December 10, 2023
- Salary Adjustments for All Units:
  - 3% increase effective December 13, 2021
  - 3% increase effective December 12, 2022

- Health Insurance for Plan Year 2022 for All Units: (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 \$388 effective December 13, 2021
  - Increase total County contribution for Employee plus Spouse up to \$498 effective December 13, 2021
  - Increase total County contribution for Employee plus Child(ren) up to \$498 effective December 13, 2021
  - Increase total County contribution for Employee plus Family up to \$593 effective December 13, 2021
  
- Health Insurance for Plan Year 2023 for All Units: (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 \$408 effective December 12, 2022
  - Increase total County contribution for Employee plus Spouse up to \$518 effective December 12, 2022
  - Increase total County contribution for Employee plus Child(ren) up to \$518 effective December 12, 2022
  - Increase total County contribution for Employee plus Family up to \$703 effective December 12, 2022
  
- Shift Premium for All Units:
  - Increase from 4% to 6%, effective January 10, 2022
  - Increase from 6% to 8%, effective January 9, 2023
  
- Detention Facility Differential for Units 13 and 39:
  - Increase from \$4.00 per day to \$5.00 per day, effective January 10, 2022
  
- Compensatory Time Off for Units 39 and 43:
  - Increase from 40 total hours to 60 total hours
  
- Tool Insurance for Unit 39:
  - Increase maximum coverage for garage personnel only from \$20,000 to \$40,000.
  
- Supplemental Retirement Plan Match for Members in Retirement Tiers IV and V for All Units:
  - Establish and implement a County match on contributions made to a County sponsored supplemental retirement plan by members in Retirement Tiers IV and V, up to \$25 per pay period. Members not contributing to a County sponsored supplemental retirement plan will not be eligible to receive this match. The duration of the County's supplemental retirement plan contribution match will be at the Board's discretion and can be eliminated at any time.
  
- Miscellaneous:
  - Addition, update, or deletion of MOU language and/or addenda

REFERENCE MATERIAL:

BAI #34, November 2, 2021  
BAI #34, September 21, 2021  
BAI #40, September 22, 2020

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Representation Unit 13  
MOU for Representation Unit 39  
MOU for Representation Unit 43  
Salary Resolution Amendment - Appendix "C"

CAO ANALYST:

Yussel Zalapa