



Board Agenda Item 54

DATE: June 21, 2022

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addendum to the Memorandum of Understanding for Representation Unit 13

RECOMMENDED ACTION(S):

- 1. Approve the Addendum to the Memorandum of Understanding for Representation Unit 13 - Crafts and Trades, represented by Stationary Engineers Local 39, regarding salary increases for Disposal Site Equipment Operators and Road Equipment Operators, effective June 27, 2022; and**
- 2. Approve the related Salary Resolution Amendment, as reflected on Appendix "D".**

There is no Net County Cost (NCC) associated with the recommended actions, which will authorize salary increases for the Disposal Site Equipment Operator and Road Equipment Operator classification series, effective June 27, 2022, and June 26, 2023. There are no other changes to the terms and conditions of the current Memorandum of Understanding (MOU) approved by your Board on December 14, 2021.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, there would be no change to the terms and conditions of the current MOU for Representation Unit 13, and the Disposal Site Equipment Operator and Road Equipment Operator classification series would not receive salary increases other than those previously approved by your Board on December 14, 2021.

FISCAL IMPACT:

The total year-over-year cost of the recommended actions is approximately \$817,235; none of which is NCC, primarily over fiscal years 2022-23 and 2023-24. Sufficient appropriations will be included in the impacted department's FY 2022-23 and 2023-24 budget requests.

DISCUSSION:

On December 14, 2021, your Board approved a successor Memorandum of Understanding for Representation Unit 13. Consistent with your Board's direction, and in an effort to remain competitive in the local labor market, additional salary increases of 5% effective June 27, 2022, and 5% effective June 26, 2023, are recommended to maintain current equity relative to competitor agencies.

REFERENCE MATERIAL:

BAI #44, December 14, 2021

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix D
MOU Addendum - Unit 13

CAO ANALYST:

Yussel Zalapa