



# Board Agenda Item 55

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DATE: June 21, 2022

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addendum to Unit 36 MOU and Salary Resolution Amendment for Identified Unit 36 and MGT Classifications

RECOMMENDED ACTION:

- 1. Approve Addendum to the Memorandum of Understanding (MOU) for Representation Unit 36 (Supervisory Employees), regarding salary adjustments for identified classifications, effective June 27, 2022, and June 26, 2023; and**
- 2. Approve salary adjustments for identified Management (MGT) classifications, effective June 27, 2022, and June 26, 2023; and**
- 3. Approve the related Salary Resolution Amendment, as reflected on Appendix "F".**

The total cost of recommended actions is approximately \$300,487, with no increase in Net County Cost (NCC). Approval of the recommended actions would authorize salary adjustments for the identified Unit 36 (Supervisory Employees) and unrepresented Management (MGT) classifications as reflected in Appendix "F", to address compaction issues resulting from negotiated salary increases for their subordinate classifications. This item is countywide.

ALTERNATIVE ACTION:

If your Board were not to approve the recommended actions, the existing salaries for the identified classifications would remain in effect and the MOU with Representation Unit 36 would remain unchanged.

FISCAL IMPACT:

The total year-over-year cost of the recommended actions is approximately \$300,487; \$0 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:

Approval of the recommended actions would implement salary adjustments for the below identified Representation Unit 36, and unrepresented Management (MGT) classifications, effective June 27, 2022, and June 26, 2023, as reflected in Appendix "F," and as summarized below:

<u>Unit</u>	<u>Classification</u>	<u>% Increase</u> <u>effective 6/27/22</u>	<u>% Increase</u> <u>effective 6/26/23</u>
36	Disposal Site Lead Supervisor	12.0%	5.0%
36	Road Operations Lead Supervisor	5.1%	5.0%
MGT	Disposal Site Supervisor	6.1%	5.0%
MGT	Road Maintenance Supervisor	5.6%	5.0%
MGT	Road Superintendent	4.1%	5.0%

Approval of the recommended actions would serve to address existing compaction issues resulting from negotiated salary increases for their subordinate classifications.

REFERENCE MATERIAL:

BAI #37, January 18, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "F"  
Addendum to Unit 36 MOU

CAO ANALYST:

Yussel Zalapa