



Board Agenda Item 64

DATE: December 9, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addendum to the Memorandum of Understanding for Representation Unit 19

RECOMMENDED ACTION(S):

- 1. Approve Addendum to the Memorandum of Understanding (MOU) for Representation Unit 19 - Professional Employees, represented by Professional Association of Employees, effective December 8, 2025.**

There is a \$65,601 increase in Net County Cost (NCC) associated with the recommended action. Approval of the recommended action would serve to increase the County's health insurance premium contribution for plan year 2026 and effectuate the tentatively agreed upon terms and conditions as delineated herein regarding the Addendum to the MOU for Representation Unit 19, effective December 8, 2025. Impacted department appropriations will be monitored, and adjustments will be brought to your Board if needed. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, the County's health insurance premium contribution would remain unchanged for the Representation Unit referenced above.

FISCAL IMPACT:

The total estimated cost for FY 2025-26 is approximately \$92,353; \$34,633 in NCC. The total estimated cost for FY 2026-27 is approximately \$118,560; \$30,968 in NCC. Impacted department appropriations will be monitored, and adjustments will be brought to your Board if needed.

DISCUSSION:

Your Board approved a successor MOU for Representation Unit 19 - Professional Employees on November 28, 2023. Your Board's representatives have reached a tentative agreement with those of Unit 19, as reflected in the Addendum.

The significant items of the agreement are as follows:

- Health Insurance: (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 \$473 (up to \$15 increase per pay period) effective December 8, 2025.
 - Increase total county contribution for Employee plus Child(ren) up to \$778 (up to \$60 increase per pay period) effective December 8, 2025.

- Increase total county contribution for Employee plus Spouse up to \$778 (up to \$60 increase per pay period) effective December 8, 2025.
- Increase total county contribution for Employee plus Family up to \$963 (up to \$60 increase per pay period) effective December 8, 2025.

Employees eligible to participate in the County's Health Plan Benefit Program can choose to opt out during the next open enrollment period by providing written proof that they have qualifying medical coverage from another source.

- Financial Reporting and Audits Deferential: The reinstitution of bi-weekly payments for County employees in active payroll status who occupy an Accountant I/II/Sr position within the Financial Reporting and Audits division of the Auditor-Controller/Treasurer-Tax Collector's Office. Payment of \$150 per pay period will be effective December 8, 2025, and will remain in effect for the duration of the current Unit 19 MOU.
- MOU Term: The term of the MOU shall be December 8, 2025 through July 5, 2026.

REFERENCE MATERIAL:

BAI #55, November 28, 2023

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to the MOU for Representation Unit 19

CAO ANALYST:

Sevag Tateosian