



Board Agenda Item 52

ATE: December 17, 2024

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addenda to the Memorandum of Understanding for Representation Units 12 and 22

RECOMMENDED ACTION(S):

1. **Approve Addendum to the Memorandum of Understanding for Representation Unit 12 - Clerical, Paramedical, Building & Service Employees, represented by Service Employees International Union, Local 521, effective December 23, 2024;**
2. **Approve Addendum to the Memorandum of Understanding for Representation Unit 22 - Professional, Para-Professional & Technical Employees, represented by Service Employees International Union, Local 521, effective December 23, 2024; and**
3. **Approve the related Salary Resolution Amendments, as reflected on Appendix "B".**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding the Addenda to the respective Memoranda of Understanding (MOU) for the above-named representation units, effective December 23, 2024. The estimated cost for Fiscal Year (FY) 2024-25 is \$20,656, \$272 of which is Net County Cost (NCC) and includes related retirement costs. 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 previously negotiated terms and conditions of respective contracts would remain unchanged.

FISCAL IMPACT:

The estimated cost of the recommended actions for FY 2024-25 is approximately \$20,656, \$272 of which is NCC. Impacted department appropriations will be monitored and budget adjustments will be brought to your Board, if necessary. The estimated cost for FY 2025-26 is approximately \$75,480, \$991 of which is NCC. Sufficient appropriations will be included in the impacted department's FY 2025-26 budget requests.

DISCUSSION:

On January 23, 2024, your Board approved successor MOUs for Representation Unit 12 (Clerical, Paramedical, Building & Service Employees) and Representation Unit 22 (Professional, Para-Professional & Technical Employees). On October 13, 2023, Senate Bill 525 passed, which modifies the minimum wage for health care workers through Labor Code 1182.14, effective January 1, 2025. To comply with this State law, salary increases are recommended for the following classifications:

- Unit 12:

- Behavioral Health Worker
- Therapy Aid
 - 7.6% (3% previously negotiated = 4.6%) Effective December 23, 2024
 - 5.0% Effective July 7, 2025
- Unit 22:
 - Master Heavy Duty Mechanic
 - 7.75% (3% previously negotiated = 4.75%) Effective December 23, 2024
 - 5.0 Effective July 7, 2025

As a result of this action, the classifications listed above shall receive the previously negotiated 3% salary increase effective December 23, 2024, as opposed to January 20, 2025.

REFERENCE MATERIAL:

BAI #32, January 23, 2024

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to Memorandum of Understanding for Unit 12
Addendum to Memorandum of Understanding for Unit 22
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Paige Benavides