



Board Agenda Item 33

DATE: November 6, 2018

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 13

RECOMMENDED ACTION(S):

- 1. Approve the Memorandum of Understanding for Representation Unit 13 - Crafts and Trades, represented by Stationary Engineers - Local 39, effective November 5, 2018, through November 1, 2020**
- 2. Approve the related Salary Resolution Amendment as reflected in Appendix "F"**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 13's successor Memorandum of Understanding (MOU), effective November 5, 2018, through November 1, 2020. The estimated cost for FY 2018-19 (\$293,636) includes \$4,589 in Net County Cost (NCC), which has been included in the impacted departments' FY 2018-19 adopted budgets and will be included in subsequent annual budget requests. This item is countywide.

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 2018-19 is approximately \$293,636; \$4,589 in NCC, which will include related retirement costs. The estimated year-over-year cost increase for FYs 2019-20 and 2020-21 is approximately \$347,983 (\$5,438 in NCC) and \$108,061 (\$1,689 in NCC), respectively. Sufficient appropriations are included in the impacted departments' FY 2018-19 adopted budgets and will be included in subsequent annual budget requests.

DISCUSSION:

Your Board's representatives have met and conferred with Unit 13 representatives regarding a successor MOU (latest MOU expired July 1, 2018). A tentative agreement was signed on October 4, 2018, and was subsequently ratified by Stationary Engineers - Local 39, which currently represents 127 employees.

The significant components of the MOU, effective November 5, 2018, unless otherwise noted, included the following:

- MOU Term:
 - November 5, 2018, through November 1, 2020

- Salary Adjustments:
 - 2% increase effective November 5, 2018, for all classifications
 - 2% increase effective November 4, 2019, for all classifications
- Salary Steps: (Effective January 14, 2019)
 - Increase intervals between steps from 3.125% to 5%
 - Adjust salary ranges from 9-steps to 5-steps (9th step becomes new 5th step)
- Health Insurance: (*Up to indicates that the contribution will not exceed the cost of employee's health plan selection)
 - Effective December 17, 2018
 - Increase County Contribution for Employee Only up to \$318 (increase of up to \$25 per pay period)
 - Effective December 16, 2019
 - Increase County Contribution for Employee Only up to \$343 (increase of up to \$25 per pay period)
- Detention Facility Differential:
 - Increase from \$2.50 per day to \$4.00 per day
 - Increase pro-rated amount from \$0.3125 per hour to \$0.50 per hour
 - Include Parks Groundskeeper I/II classifications, when assigned to a detention facility
- Equalization Pay: (Effective January 14, 2019)
 - \$1,000 one-time, non-pensionable, lump sum payment for employees who have satisfactorily completed at least 26 consecutive pay periods, at step 9, in peak level classifications (by January 13, 2019)
- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or obsolete addenda

REFERENCE MATERIAL:

BAI #32, dated September 27, 2016 - MOU for Representation Units 13 and 43

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Unit 13
Salary Resolution Amendment - Appendix "F"

CAO ANALYST:

Juan Lopez