



Board Agenda Item 40

DATE: September 22, 2020
TO: Board of Supervisors
SUBMITTED BY: Paul Nerland, Director of Human Resources
SUBJECT: Memoranda of Understanding for Representation Units 13, 39 and 43

RECOMMENDED ACTION(S):

1. **Approve the Memoranda of Understanding for the following representation units, represented by the Stationary Engineers - Local 39, effective November 2, 2020, through November 14, 2021:**
 - **Unit 13 - Crafts and Trades**
 - **Unit 39 - Operating Engineers****Effective September 21, 2020, through November 14, 2021:**
 - **Unit 43 - Computer Employees**

There is a \$6,220 increase in Net County Cost (NCC) associated with the recommended action. Approval of the recommended action would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding a successor Memoranda of Understanding (MOU) for the above named units, effective November 2, 2020 for Unit's 13 and 39, and effective September 21, 2020 for Unit 43, through November 14, 2021. The total estimated cost for FY 2020-21 is approximately \$108,546, including \$6,220 in NCC. 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 actions, negotiations would commence as originally scheduled and the County's health contributions would remain unchanged.

FISCAL IMPACT:

There is an increase in NCC of \$6,220 associated with the recommended action. The total estimated cost of the negotiated terms and conditions for FY 2020-21 is approximately \$108,546; \$6,220 in NCC, which includes related retirement costs. The estimated year-over-year increase for FY 2021-22 is approximately \$91,552; \$5,247 in NCC. Impacted department's FY 2020-21 appropriations will be monitored and adjustments will be brought to your Board if needed.

DISCUSSION:

Your Board's representatives have met with Local 39 representatives and have reached agreement regarding the above named unit's MOUs (current MOU expires November 1, 2020).

The significant components of the agreements are as follows:

- MOU Term:
 - November 2, 2020, through November 14, 2021, for Units 13 and 39
 - September 21, 2020, through November 14, 2021, for Unit 43

- Health Insurance: (*Up to* indicates that the contribution will not exceed the cost of employee's health plan selection)
 - Increase County Contributions for Employee Only up to \$368 (up to \$25 increase per pay period) effective December 14, 2020

- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or obsolete addenda

REFERENCE MATERIAL:

BAI #33, November 6, 2018
BAI #34, November 6, 2018
BAI #41, September 25, 2018

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addenda to MOU for Representation Unit 13
Addenda to MOU for Representation Unit 39
Addenda to MOU for Representation Unit 43

CAO ANALYST:

Yussel Zalapa