



Board Agenda Item 37

DATE: August 9, 2022

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addendum to Current Memorandum of Understanding (MOU) and Successor MOU for Representation Unit 42

RECOMMENDED ACTION(S):

- 1. Approve Addendum to the Memorandum of Understanding for Representation Unit 42, represented by the Association of County Engineers, effective August 8, 2022; and**
- 2. Approve the successor MOU for Representation Unit 42, represented by the Association of County Engineers, effective November 14, 2022; and**
- 3. Approve the related Salary Resolution Amendments as reflected on Appendix "B."**

There is no Net County Cost (NCC) associated with the recommended actions. Approval of the recommended actions will authorize a 7% salary increase for the Engineer I/II/III classification series, effective August 8, 2022, as well as effectuate the tentatively agreed upon terms and conditions, as delineated herein, regarding a successor MOU for Representation Unit 42, effective November 14, 2022, through November 10, 2024. The estimated cost of the negotiated terms and conditions for FY 2022-23 is approximately \$264,160; none of which is NCC. The estimated cost for FY 2023-24 is approximately \$162,371; none of which is NCC.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the existing terms and conditions of the current MOU for Representation Unit 42 would remain in effect, and contract negotiations for a successor MOU would continue.

FISCAL IMPACT:

The total estimated cost of the negotiated terms and conditions for FY 2022-23 is approximately \$264,160 none of which is Net County Cost (NCC). Impacted department appropriations will be monitored and adjustments will be brought to your Board prior to fiscal year-end, if needed.

The total cost for FY 2023-24 is approximately \$162,371; None of which is NCC. Sufficient appropriations will be included in the impacted departments' FY 2023-24 budget requests.

DISCUSSION:

On November 19, 2019, your Board approved a successor MOU for Representation Unit 42, represented by the Association of County Engineers. Consistent with your Board's direction, Recommended Action No. 1

will effectuate an Addendum to the current Unit 42 MOU that would incorporate the following terms to the agreement.

- 7% increase for the Engineer I/II/III classification series effective August 8, 2022

Your Board's representatives met and conferred with Unit 42 representatives regarding a successor MOU (current MOU expires November 13, 2022). A tentative agreement was signed on July 12, 2022, and was subsequently ratified by the Association of County Engineers.

- MOU Term:
 - November 14, 2022, through November 10, 2024
- Salary Adjustments:
 - 3% increase effective November 14, 2022, for the Building Plans Checker I/II/III classification series
 - 3% increase effective August 7, 2023, for the Engineer I/II/III classification series
 - 3% increase effective November 13, 2023, for the Building Plans Checker I/II/III classification series
 - Salary reopener no sooner than February 1, 2024, for the Engineer I/II/III classification series only
- Increase Health Insurance County Contribution:

"up to" indicates that the contribution will not exceed the cost of employee's health plan selection

 - Plan Year 2023 (effective December 12, 2022):
 - Employee Only - increase from \$388 up to \$408
 - Employee plus Spouse/Child(ren) - increase from \$498 to \$518
 - Employee plus Family - increase from \$593 to \$703
 - Plan Year 2024
 - On or around September 1, 2023, the County and Unit 42 agree to meet and confer on health insurance contributions for Plan Year 2024
- Supplemental Retirement Plan Match for Members in Retirement Tiers IV and V (effective 11/14/2022):
 - Up to \$25 per pay period match for employees in Retirement Tiers IV or V
 - Employees not contributing to Deferred Compensation Plan will not be eligible to receive this match
 - The duration of this Deferred Compensation Plan contribution match will be at the Board of Supervisor's discretion and may be eliminated at any time
 - This provision will not be placed in the MOU
- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or Addenda

REFERENCE MATERIAL:

BAI #37, November 19, 2019

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU Addendum - Unit 42
Successor MOU for Representation Unit 42

Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Yussel Zalapa