



Board Agenda Item 30

DATE: March 25, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addendum to the Memorandum of Understanding for Representation Unit 3

RECOMMENDED ACTION(S):

1. **Approve Addendum to the Memorandum of Understanding (MOU) for Representation Unit 3 - Mental Health Professionals & Social Workers, represented by Service Employees International Union (SEIU) Local 521, effective March 31, 2025; and**
2. **Approve the related Salary Resolution Amendment, as reflected on Appendix "B".**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding the Addendum to the MOU for the above-named representation unit, effective March 31, 2025. The estimated cost for FY 2024-25 is \$100,438; \$0 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 existing terms and conditions would remain in effect and the side letter which created this tentative agreement would be nullified.

FISCAL IMPACT:

The total estimated cost of the negotiated terms and conditions for FY 2024-25 is approximately \$100,438; \$0 of which is NCC and includes related retirement costs. Impacted department appropriations will be monitored, and adjustments will be brought to your Board if needed. The estimated cost for FY 2025-26 is \$835,951; \$0 of which is NCC. Sufficient appropriations will be included in the impacted department's FY 2025-26 budget request.

DISCUSSION:

Your Board approved a successor MOU for Representation Unit 3 - Mental Health Professionals & Social Workers, on January 23, 2024. Consistent with your Board's direction and to remain competitive in the local labor market, approval of the recommended actions would authorize the following salary increase:

- Salary Adjustment for Unit 3 - (Unlicensed-, Licensed-, and Senior Licensed Mental Health Clinicians only):
 - 2% increase effective March 31, 2025
 - 3% increase effective September 15, 2025

REFERENCE MATERIAL:

BAI #32, January 23, 2024

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to the Memorandum of Understanding for Representation Unit 3 - Mental Health Professionals & Social Workers
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Paige Benavides