



Board Agenda Item 35

DATE: August 20, 2024

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addendum to the Memorandum of Understanding for Representation Unit 36

RECOMMENDED ACTION(S):

- 1. Approve an Addendum to the Memorandum of Understanding (MOU) for Representation Unit 36 - Supervisory Employees, represented by Service Employees International Union (SEIU) Local 521, effective August 19, 2024; 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 August 19, 2024. The estimated cost for FY 2024-25 is \$63,373; \$38,024 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.

FISCAL IMPACT:

The total estimated cost of the negotiated terms and conditions for FY 2024-25 is approximately \$63,373; \$38,024 of which is NCC and includes related retirement costs. Impacted department appropriations will be monitored and adjustments will be brought your Board if needed. The estimated cost for FY 2025-26 is \$74,168; \$44,501 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 36 (Supervisory Employees), on January 23, 2024. Consistent with your Board's direction and to remain competitive in the local labor market and address a brief period of compaction between Supervising Juvenile Correctional Officer and subordinate classifications, approval of the recommended actions would authorize the following salary increase:

- Salary Adjustment for Unit 36 (Supervising Juvenile Correctional Officer only):
 - 3.1% increase effective August 19, 2024

REFERENCE MATERIAL:

BAI #39, April 23, 2024
BAI #32, January 23, 2024

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to Unit 36 MOU
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Salvador Espino