



# Board Agenda Item 29

DATE: February 20, 2024

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 25

RECOMMENDED ACTION(S):

- 1. Approve the successor Memorandum of Understanding for Representation Unit 25 - Engineering Technicians, represented by the Association of Engineering Technicians, effective February 19, 2024, through February 15, 2026; and**
- 2. Approve the related Salary Resolution Amendment as reflected on Appendix "C".**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 25's successor Memorandum of Understanding (MOU), effective February 19, 2024, through February 15, 2026. The estimated cost for FY 2023-24 is \$169,232; \$2,904 of which is Net County Cost (NCC). The estimated cost for FY 2024-25 is \$401,493; \$7,873 of which is NCC. 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 contract negotiations would continue.

FISCAL IMPACT:

The total estimated cost of the negotiated terms and conditions for FY 2023-24 is approximately \$169,232, including related retirement costs, \$2,904 of which is NCC. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed. The estimated cost for FY 2024-25 is \$401,493; \$7,873 of which is NCC. Sufficient appropriations will be included in the impacted department's FY 2024-25 budget request.

DISCUSSION:

Your Board's representatives met and conferred with Unit 25's representatives regarding a successor MOU (latest MOU expired on February 18, 2024). A tentative agreement was signed on January 25, 2024, and has been ratified by the Association of Engineering Technicians.

- MOU Term:
  - February 19, 2024, through February 15, 2026
- Salary Adjustments:
  - 5% increase effective February 19, 2024
  - 3% increase effective February 17, 2025

- Sixth Step:
  - Add one additional salary step (step 6) for all classifications, effective July 8, 2024
  - Effective no sooner than July 8, 2024, modify Salary Resolution Section 411.2 (Advance from Step 1 to Step 2) from 13 pay periods to 26 pay periods.
    - A subsequent item will be brought to your Board at a future date to effectuate the changes to the Salary Resolution.
- Health Insurance:
  - MOU Reopener no later than September 1, 2024, for Plan Year 2025.
- Holidays:
  - Add Juneteenth (June 19) as an official County holiday for Unit 25 beginning in 2024.
    - A subsequent item will be brought to the board at a future date to effectuate the changes to Salary Resolution Section 900 - Holidays.
- Deferred Compensation Plan Contribution Match for Employees in Retirement Tiers IV and V:
  - Effective March 4, 2024, increase the Deferred Compensation Plan contribution match from up to \$25 per pay period, to up to \$50 per pay period match for employees enrolled in Retirement Tiers IV or V. Employees not contributing to a County sponsored Deferred Compensation Plan will not be eligible to receive this match. The duration of the County's Deferred Compensation Plan contribution match will be at the Board's discretion and can be eliminated at any time.
- Miscellaneous:
  - Addition, update, or deletion of MOU language and/or addenda

REFERENCE MATERIAL:

BAI #37, February 22, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Unit 25 MOU  
Salary Resolution Amendment - Appendix "C"

CAO ANALYST:

Salvador Espino