



Board Agenda Item 46

DATE: September 22, 2020

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 19

RECOMMENDED ACTION(S):

Approve the Memorandum of Understanding for Representation Unit 19, Professional Employees, represented by the Professional Association of Employees, effective October 6, 2020, through October 17, 2021.

There is a \$14,236 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 Memorandum of Understanding (MOU) for Unit 19, effective October 6, 2020, through October 17, 2021. The total estimated cost for FY 2020-21 is approximately \$49,500, including \$14,236 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 action, negotiations with Unit 19 would commence as originally scheduled.

FISCAL IMPACT:

There is an increase in NCC of \$14,236 associated with the recommended action. The total estimated cost of the negotiated terms and conditions for FY 2020-21 is approximately \$49,500; \$14,236 in NCC, which includes related retirement costs. The estimated year-over-year cost increase for FY 2021-22 is approximately \$41,750; \$12,007 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 Unit 19 representatives and have reached a tentative agreement regarding Unit 19's MOU (current MOU expires October 5, 2020).

The significant components of the agreement are as follows:

- MOU Term:
 - October 6, 2020, through October 17, 2021
- Health Insurance: (*Up to* indicates that the contribution will not exceed the cost of the 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 #35, October 9, 2018

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Representation Unit 19

CAO ANALYST:

Yussel Zalapa