



Board Agenda Item 53

DATE: December 3, 2024

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addenda to Memoranda of Understanding for Representation Units 19 and 36

RECOMMENDED ACTION(S):

1. **Approve Addendum to the Memorandum of Understanding for Representation Unit 19 - Professional Employees, represented by the Professional Association of Employees, effective December 9, 2024;**
2. **Approve Addendum to the Memorandum of Understanding for Representation Unit 36 - Supervisory Employees, represented by Service Employees International Union, Local 521, effective December 9, 2024; and**
3. **Approve the related Salary Resolution Amendments, as reflected on Appendix "C".**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding the Addenda to the respective Memoranda of Understanding (MOU) for the above-named representation units, effective December 9, 2024. The estimated cost for FY 2024-25 is \$38,108, \$24,008 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 salaries for the Auditor-Appraiser I/II/III and Senior Auditor - Appraiser would remain unchanged.

FISCAL IMPACT:

The estimated cost of the recommended actions for fiscal year 2024-25 is approximately \$38,108, \$24,008 of which is NCC. Impacted department appropriations will be monitored and budget adjustments will be brought to your Board, if necessary. The estimated cost for FY 2025-26 is approximately \$68,519, \$43,167 of which is NCC. Sufficient appropriations will be included in the impacted department's FY 2025-26 budget requests.

DISCUSSION:

Your Board approved a successor MOU for Representation Unit 19 (Professional Employees) and Representation Unit 36 (Supervisory Employees) on November 28, 2023, and on January 23, 2024, respectively. Consistent with your Board's direction, approval of the recommended actions would authorize the following salary increases and amend the Salary Resolution:

- Salary Adjustment for Unit 19 (Auditor - Appraiser series only):

- 5% increase effective December 9, 2024
- Salary Adjustment for Unit 36 (Senior Auditor - Appraiser only):
 - 5% increase effective December 9, 2024

REFERENCE MATERIAL:

BAI #55, November 28, 2023

BAI #32, January 23, 2024

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to Memorandum of Understanding for Unit 19

Addendum to Memorandum of Understanding for Unit 36

Salary Resolution Amendment - Appendix "C"

CAO ANALYST:

Paige Benavides