



Board Agenda Item 38

DATE: December 12, 2023

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 39

RECOMMENDED ACTION(S):

1. **Approve the successor Memorandum of Understanding for Representation Unit 39, represented by the Stationary Engineers - Local 39, effective December 11th, 2023; 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 a successor Memorandum of Understanding (MOU) for Representation Unit 39, effective December 11, 2023, through December 07, 2025. The estimated cost for FY 2023-24 is \$336,781; \$14,757 of which is NCC. The estimated cost of FY 2024-25 is \$664,859; \$25,593 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 for the negotiated term of FY 2023-24 is \$336,781 including related retirement costs; \$14,757 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 \$664,859 including related retirement costs; \$25,593 of which is NCC. Sufficient appropriations will be included in the impacted department's FY 2024-25 budget requests.

DISCUSSION:

Your Board's representatives met and conferred with Unit 39's representatives regarding a successor MOU (latest MOU expired December 10, 2023). A tentative agreement was signed on November 2, 2023, and was subsequently ratified by Stationary Engineers Local 39 - Unit 39 employees.

- MOU Term:
 - December 11, 2023, through December 7, 2025.
- Salary Adjustments:
 - 5% increase effective December 11, 2023
 - 3% increase effective December 9, 2024

- Addition of one additional Step (Step 6) Effective July 8, 2024
 - Add one additional salary step (Step 6) for all classifications.
 - 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 the Board at a future date to effectuate the changes to the Salary Resolution.
- Health Insurance for Plan Year 2024:
 - Increase total County Contributions for Employee Only up to \$433 (up to \$25 increase per pay period) effective December 11, 2023.
 - Increase total County Contributions for Employee plus Child(ren) up to \$668 (up to \$150 increase per pay period) effective December 11, 2023.
 - Increase total County Contributions for Employee plus Spouse up to \$668 (up to \$150 increase per pay period) effective December 11, 2023.
 - Increase total County Contributions for Employee plus Family up to \$853 (up to \$150 increase per pay period) effective December 11, 2023.
- Health Insurance MOU reopener no later than September 1, 2024, for Plan Year 2025.
- Supplemental Retirement Plan Match for Members in Retirement Tiers IV and V:
 - Increase the Deferred Compensation Plan contribution match from \$25 per pay period, to \$50 per pay period match for employees enrolled in Retirement Tiers IV or V.
 - Employees not contributing to the Deferred Compensation Plan will not be eligible to receive this match.
 - The duration of this Deferred Compensation Plan contribution match will be at the Board of Supervisors' discretion and may be eliminated at any time.
 - This provision will not be placed in the MOU but was part of the ratified Tentative Agreement.
- Holidays:
 - Add Juneteenth (June 19) as an official County holiday beginning in 2024.
- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or addenda.

REFERENCE MATERIAL:

BAI #31, April 11, 2023

BAI #44, December 14, 2021

ATTACHMENTS INCLUDED AND/OR ON FILE:

Unit 39 MOU

Salary Resolution Amendment - Appendix "C"

CAO ANALYST:

Paige Benavides