



Board Agenda Item 39

DATE: December 12, 2023

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 31

RECOMMENDED ACTION(S):

1. **Approve the successor Memorandum of Understanding for Representation Unit 31 - Public Defenders, represented by the Professional Association County Employees, effective December 11, 2023; and**
2. **Approve the related Salary Resolution Amendment as reflected on Appendix "D".**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 31's successor Memorandum of Understanding (MOU), effective December 11, 2023, through December 7, 2025. The estimated cost for FY 2023-24 is \$591,418, \$532,276 of which is Net County Cost (NCC). The estimated cost for FY 2024-25 is \$918,309, \$826,478 of which is Net County Cost (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 of FY 2023-24 is approximately \$591,418, including related retirement costs, \$532,276 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 \$918,309, \$826,478 of which is Net County Cost (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 31's representatives regarding a successor MOU (latest MOU expired on December 10, 2023). A tentative agreement was signed on November 13, 2023, and was subsequently ratified by the Professional Association County Employees.

- MOU Term:
 - December 11, 2023, through December 7, 2025
- Salary Adjustments:

- 5% increase effective December 11, 2023
- 3% increase effective December 9, 2024
- 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 the Board at a future date to effectuate the changes to the Salary Resolution.
 - Eliminate 5-Year Retention Pay (2.5%).
- Health Insurance for Plan Year 2024: (up to indicates that the contribution will not exceed the cost of the employee's health plan selection)
 - Increase total County contribution for Employee Only up to \$433 effective no sooner than December 11, 2023
 - Increase total County contribution for Employee plus Spouse up to \$668 effective no sooner than December 11, 2023
 - Increase total County contribution for Employee plus Child(ren) up to \$668 effective no sooner than December 11, 2023
 - Increase total County contribution for Employee plus Family up to \$853 effective no sooner than December 11, 2023
- MOU Reopener no later than September 1, 2024, for Plan Year 2025:
- Holidays:
 - Add Juneteenth (June 19) as an official County holiday beginning in 2024
- Supplemental Retirement Plan Match for Members in Retirement Tiers IV and V:
 - Effective March 4, 2024, increase the Deferred Compensation Contribution match from \$25 per pay period, to \$50 per pay period match for employees enrolled in Retirement Tiers IV or V. Members not contributing to a County sponsored supplemental retirement plan will not be eligible to receive this match. The duration of the County's supplemental retirement plan contribution match will be at the Board's discretion and can be eliminated at any time.
- Bilingual Skill Pay:
 - MOU Reopener no sooner than July 1, 2024
- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or addenda

REFERENCE MATERIAL:

BAI #43, December 14, 2021

ATTACHMENTS INCLUDED AND/OR ON FILE:

Unit 31 MOU
Salary Resolution Amendment - Appendix "D"

CAO ANALYST:

Paige Benavides