



# Board Agenda Item 52

DATE: June 21, 2022

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addendum to Memorandum of Understanding for Representation Unit 31 - Professional Association of County Employees (Public Defenders)

RECOMMENDED ACTION(S):

- 1. Approve Addendum to the Memorandum of Understanding (MOU) for Representation Unit 31 - Public Defenders, represented by the Professional Association of County Employees, effective June 27, 2022; and**
- 2. Approve the related Salary Resolution Amendment, as reflected on Appendix "B".**

There is a \$403,439 increase in Net County Cost (NCC) associated with the recommended actions. Approval of the recommended actions would effectuate a 2% equity salary adjustment, effective June 27, 2022, and authorize the addition of a five (5) and ten (10) year retention pay provision to the existing Unit 31 Memorandum of Understanding (MOU). There are no other changes to the terms and conditions of the Unit 31 MOU previously approved by your Board.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, there would be no change to terms and conditions of the current Unit 31 MOU.

FISCAL IMPACT:

The total year-over-year cost of the recommended actions is approximately \$448,267; \$403,439 of which is NCC, primarily over fiscal years 2022-23 and 2023-24. Sufficient appropriations will be included in the impacted department's FY 2022-23 and 2023-24 budget requests.

DISCUSSION:

On December 14, 2021, your Board approved a successor MOU for Representation Unit 31 (Public Defenders), represented by the Professional Association of County Employees. Consistent with your Board's direction, the recommended actions would effectuate an addendum to the existing Unit 31 MOU that would incorporate the following terms to the agreement.

- 2% Salary Equity Adjustment, effective June 27, 2022
- 5-Year, 2.5% Retention Pay, effective July 11, 2022
- 10-Year, 5% Retention Pay, effective July 10, 2023

REFERENCE MATERIAL:

BAI #43, December 14, 2021

ATTACHMENTS INCLUDED AND/OR ON FILE:

Unit 31 MOU Addendum  
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Yussel Zalapa