



Board Agenda Item 44

DATE: September 22, 2020

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 7

RECOMMENDED ACTION(S):

Approve the Memorandum of Understanding for Representation Unit 7, Nurses, represented by the California Nurses Association, effective November 2, 2020, through November 14, 2021.

There is no 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 7, effective November 2, 2020, through November 14, 2021. The total estimated cost for FY 2020-21 is approximately \$24,396, none of which is NCC. The Department of Public Health's (DPH) FY 2020-21 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 7 would commence as originally scheduled.

FISCAL IMPACT:

There is no increase in NCC associated with the recommended action. The total estimated cost of the negotiated terms and conditions for FY 2020-21 is approximately \$24,396; \$0 in NCC, which includes related retirement costs. The estimated year-over-year cost increase for FY 2021-22 is approximately \$20,577; \$0 in NCC. DPH'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 7 representatives and have reached a tentative agreement regarding Unit 7's MOU (current MOU expires November 1, 2020).

The significant components of the agreement are as follows:

- MOU Term:
 - November 2, 2020, through November 14, 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 #36, November 6, 2018

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Representation Unit 7

CAO ANALYST:

Yussel Zalapa