



Board Agenda Item 36

DATE: November 14, 2017

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 42 - Engineers

RECOMMENDED ACTION(S):

- 1. Approve the Memorandum of Understanding for Representation Unit 42 - Engineers, represented by the Association of County Engineers, effective November 20, 2017 through November 17, 2019.**
- 2. Approve the related Salary Resolution Amendments as reflected in Appendix B.**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 42's successor Memorandum of Understanding (MOU), effective November 20, 2017 through November 17, 2019. The estimated cost for FY 2017-18 (\$72,594) is included in the Department of Public Works and Planning's Org 4360 FY 2017-18 Adopted Budget, with no Net County Cost.

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:

There is no Net County Cost associated with the recommended actions. The total estimated cost of the negotiated terms and conditions for FY 2017-18 is approximately \$73,594; which includes related retirement costs. The estimated year-over-year cost increase for FY 2018-19 and 2019-20 is approximately \$122,241 and \$48,620, respectively. Sufficient appropriations are included in the Department of Public Works and Planning Org 4360 FY 2017-18 Adopted Budget and will be included in subsequent budget requests.

DISCUSSION:

Your Board's representatives have met and conferred with Unit 42 representatives regarding a successor MOU (latest MOU expired on September 24, 2017). A tentative agreement was signed on October 23, 2017, and was subsequently ratified by the Association, which currently represents 23 employees.

The significant components of the MOU, effective November 20, 2017, unless otherwise noted, include the following:

➤ MOU Term:

- November 20, 2017, through November 17, 2019

➤ Salary Adjustments:

- 4% increase effective November 20, 2017 for Engineer I/II/III
- 2.5% increase effective November 20, 2017 for Building Plans Checker I/II/III

- 4% increase effective September 24, 2018 for Engineer I/II/III
- 2.5% increase effective September 24, 2018 for Building Plans Checker I/II/III

➤ Miscellaneous:

- Update or deletion of MOU language and/or obsolete addenda

REFERENCE MATERIAL:

BAI # 50 - September 22, 2015 - Unit 42 MOU

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU

Salary Resolution Appendix "B"

CAO ANALYST:

Sonia De La Rosa