



Board Agenda Item 32

DATE: September 27, 2016

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Units 13 and 43

RECOMMENDED ACTION(S):

1. **Approve the Memorandum of Understanding (MOU) for Representation Unit 13 - Crafts and Trades and Unit 43 - Computer Employees, represented by Stationary Engineers - Local 39, effective September 26, 2016 through July 1, 2018.**
2. **Approve the related Salary Resolution Amendments as reflected on Appendix "E".**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions regarding Units 13 and 43 successor MOUs, effective September 26, 2016, through July 1, 2018.

ALTERNATIVE ACTION(S):

If the Board were not to approve the recommended actions the existing terms and conditions would remain in effect and successor MOU negotiations would continue.

FISCAL IMPACT:

The total estimated cost of the negotiated terms and conditions over the term of the contracts is approximately \$1,650,559 with a Net County Cost (NCC) of approximately \$166,615 [Unit 13 = \$807,433 (\$44,362 NCC); Unit 43 = \$843,126 (\$122,253 NCC)]. The total estimated cost for FY 2016-17 and 2017-18 is approximately \$491,451 (Unit 13 = \$255,270; Unit 43 = \$236,181) and \$1,159,108 (Unit 13 = \$552,163; Unit 43 = \$606,945), respectively.

DISCUSSION:

Your Board's representatives have met and conferred with Units 13 and 43 representatives regarding successor MOUs since April 28, 2016 (the latest MOUs expired on July 3, 2016). Tentative Agreements were reached with Unit 43 on August 30, 2016, and Unit 13 on September 1, 2016, which have been ratified by the respective memberships. Local 39 currently represents 120 employees in Unit 13 and 126 employees in Unit 43.

The significant components of the successor MOUs, effective September 26, 2016, unless otherwise noted, apply to all classifications unless specifically identified, and include the following:

- MOU Term:
 - September 26, 2016 through July 1, 2018

- Salary:
 - 2% effective September 26, 2016
 - 2% effective July 3, 2017
- Equity Adjustment (Unit 13 - Disposal Site Equipment Operator II; Road Equipment Operator II; Parks Groundskeeper II, and Tree Trimmer):
 - 1% effective January 2, 2017
 - 1% effective January 1, 2018
- County Health Benefit Contribution:
 - Increase of \$10 from \$223 to \$233 per pay period
- Advanced Step Placement (Unit 13 - Tree Trimmer I; Parks Groundskeeper I; Road Equipment Operator I; and Disposal Site Equipment Operator I):
 - Hire at Step 3
- Reclassification to be completed during term of MOU (Unit 13):
 - Eliminate Tree Trimmer I: Tree Trimmer II becomes *Tree Trimmer* (standalone classification)
 - Eliminate Parks Groundskeeper I: Parks Groundskeeper II becomes *Parks Groundskeeper I* and Parks Groundskeeper III becomes *Parks Groundskeeper II*
- Detention Facility Differential (Unit 13):
 - Modify from flat rate to prorated amount
- Bilingual Skill Pay (Unit 13):
 - Elimination of provision
- Accrued Holiday Time Off (Unit 13):
 - Cap holiday accrual at 24 hours
- MOU Reopeners:
 - County Health Benefit Contribution effective no sooner than October 17, 2016
 - Foot Protection - Unit 13 (Parks Groundskeepers) effective no sooner than January 2, 2017
- Miscellaneous:
 - Update or deletion of MOU language and/or obsolete addenda

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Representation Unit 13
MOU for Representation Unit 43
Salary Resolution Amendment - Appendix E

CAO ANALYST:

Sonia De La Rosa