



Board Agenda Item 34

DATE: September 27, 2016

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 19 - Professional Employees

RECOMMENDED ACTION(S):

1. **Approve the Memorandum of Understanding (MOU) for Representation Unit 19 - Professional Employees, represented by the Professional Association of Employees (Association), effective September 26, 2016 through June 30, 2018.**
2. **Approve the related Salary Resolution Amendments as reflected on Appendix "B".**

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 contract is approximately \$832,208 with a Net County Cost (NCC) of approximately \$199,146. The total estimated cost for the remainder of FY 2016-17 is approximately \$254,799 with an estimated NCC of approximately \$60,973 and the total estimated cost for FY 2017-18 is approximately \$577,409 with an estimated NCC of approximately \$138,173.

DISCUSSION:

Your Board's representatives have met and conferred with Unit 19 representatives regarding a successor MOU since May 19, 2016 (the latest MOU expired on July 3, 2016). A tentative agreement was reached on August 30, 2016, which has been ratified by Unit 19's membership. The Association currently represents 130 County employees.

The significant components of the successor MOU, effective September 26, 2016, unless otherwise noted, include the following:

- MOU Term:
 - September 26, 2016, through June 30, 2018
- Salary:
 - 2% increase effective September 26, 2016
 - 2% increase effective September 25, 2017

- Equity Adjustment (Accountant I):
 - 1% effective January 2, 2017
- County Health Benefit Contribution:
 - Increase of \$10 from \$223 to \$233 per pay period
- Bilingual Skill Pay:
 - Modify from a flat rate to pro-rated amount
- Miscellaneous:
 - Update or deletion of MOU language and/or obsolete addenda
 - Update any reference to Department of Personnel Services to Department of Human Resources

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Representation Unit 19
Salary Resolution Amendment - Appendix B

CAO ANALYST:

Sonia De La Rosa