



Board Agenda Item 42

DATE: June 6, 2017

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Resolution Amendments

RECOMMENDED ACTION(S):

1. **Approve the Addendum to the Memorandum of Understanding regarding salary adjustments for identified classifications within Unit 7 - Nurses, represented by the California Nurses Association, effective June 19, 2017, as reflected in Appendix C.**
2. **Approve the Addendum to the Memorandum of Understanding regarding salary adjustments for the Disposal Site Equipment Operator classification series within Unit 13 - Crafts and Trades, represented by Stationary Engineers - Local 39, effective June 19, 2017, as reflected in Appendix C.**

Approval of the recommended actions would implement salary adjustments for the identified classifications to address recruitment and retention issues. The increase (\$596,270) includes no Net County Cost (NCC) and will be included within the affected departments' FY 2017-18 budgets.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the existing terms and conditions would remain in effect; however, recruitment and retention issues for the identified classifications would continue.

FISCAL IMPACT:

The total estimated cost of Recommended Action No. 1 for FY 2017-18 is approximately \$518,055, with no NCC. The annual cost is approximately \$518,055, with no NCC, which includes the related retirement cost. Sufficient appropriations and estimated revenues will be included in the affected departments' budget requests and will be included in future budget requests.

The total estimated cost of Recommended Action No. 2 for FY 2017-18 is approximately \$78,215, with no NCC. The annual cost is approximately \$78,215, with no NCC, which includes the related retirement cost. Sufficient appropriations and estimated revenues will be included in the Department of Public Works and Planning's Org 9026 budget request and will be included in future budget requests.

DISCUSSION:

The Department of Human Resources recently completed an analysis of job classifications that have experienced reoccurring recruitment and retention issues within the County. The analysis of comparable and commutable agencies confirmed that the salaries were no longer competitive in the local labor market.

Approval of the Recommended Actions would adjust the starting salary range (Step 1) of the following classifications by the corresponding percentage and include advanced step placement to Step 3 for incumbents and new employees in specific classifications, as denoted by an asterisk (*):

<u>Unit</u>	<u>Classification</u>	<u>% Increase</u>
7	Nurse Practitioner*	4.07%
7	Psychiatric Mental Health Nurse Practitioner*	5.09%
7	Public Health Nurse I*	7.04%
7	Public Health Nurse II*	7.64%
13	Disposal Site Equipment Operator Trainee*	20.57%
13	Disposal Site Equipment Operator I	11.12%
13	Disposal Site Equipment Operator II	11.29%

Previously negotiated terms and conditions for Unit 7, approved by your Board on July 14, 2015, and for Unit 13, approved by your Board on September 27, 2016, including future salary increases for the impacted classifications, will remain in effect as reflected in the respective Addenda and Appendix C.

Additionally, these recommended actions are consistent with actions recently approved by your Board on April 25, 2017.

REFERENCE MATERIAL:

BAI #40, April 25, 2017 - Salary Resolution Amendments
BAI #32, September 27, 2016 - Unit 13 MOU
BAI #43, July 14, 2015 - Unit 7 MOU

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum - Unit 7
Addendum - Unit 13
Appendix C

CAO ANALYST:

Sonia De La Rosa