



Board Agenda Item 43

DATE: June 6, 2017

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Addendum to Memorandum of Understanding - Unit 39

RECOMMENDED ACTION(S):

Approve the Addendum to Memorandum of Understanding regarding salary adjustments for identified classifications within Unit 39 - Operating Engineers, represented by Stationary Engineers - Local 39, effective June 5, 2017 and January 1, 2018, as reflected in Appendix B.

Approval of the recommended action would implement salary adjustments for the identified classifications to address recruitment and retention issues. The increase (\$705) includes \$21 in Net County Cost (NCC), which would be absorbed within affected departments' FY 2016-17 adopted budget.

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 the recommended action for the remainder of FY 2016-17 is approximately \$705; \$21 in NCC. The total estimated year-over-year costs for FYs 2017-18 and 2018-19 are approximately \$47,559 (\$1,370 in NCC) and \$34,922 (\$1,006 in NCC), respectively, which includes the related retirement cost. Sufficient appropriations and estimated revenues will be included in the affected departments' adopted budgets and will be included in future budget requests.

DISCUSSION:

Pursuant to Unit 39's Article - MOU Reopeners, the parties have met and conferred regarding salary adjustments for the identified classifications.

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 salaries were no longer competitive in the local labor market.

Approval of the recommended action would adjust the starting salary range (Step 1), of the following classifications effective June 5, 2017 and/or January 1, 2018, as noted below, and include advanced step placement to Step 3 for specific classifications, effective January 1, 2018, as denoted by a double asterisk (**):

1% Increase, effective 6/5/17

Automotive Mechanic**

Heavy Duty Mechanic**

1% Increase, effective 1/1/18

Air Conditioning Mechanic
Automotive Mechanic**
Building Maintenance Engineer
Heavy Duty Mechanic**
Locksmith**
Maintenance Carpenter
Maintenance Electrician
Maintenance Painter
Maintenance Plumber

**Classification hired at Step 3 effective January 1, 2018

Previously negotiated terms and conditions for Unit 39, approved by your Board on November 15, 2016, including future salary increases for the impacted classifications, will remain in effect as reflected in the respective Addendum and Appendix B.

REFERENCE MATERIAL:

BAI #27, November 15, 2016 - Unit 39 MOU

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum - Unit 39
Appendix B

CAO ANALYST:

Sonia De La Rosa