



# Board Agenda Item 40

DATE: May 1, 2018

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 25 - Engineering Technicians

## RECOMMENDED ACTION(S):

- 1. Approve the Memorandum of Understanding for Representation Unit 25 - Engineering Technicians, represented by the Association of Engineering Technicians, effective May 7, 2018 through March 22, 2020.**
- 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 25's successor Memorandum of Understanding (MOU), effective May 7, 2018 through March 22, 2020. The estimated cost for FY 2017-18 (\$24,035) includes \$0 in Net County Cost (NCC), and is included in the Public Works and Planning Org 4360 FY 2017-18 Adopted Budget.

## 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:

The total estimated cost of the negotiated terms and conditions for FY 2017-18 is approximately \$24,035; \$0 in NCC, which includes related retirement costs. The estimated year-over-year cost increase for FY 2018-19 and 2019-20 is approximately \$208,970 (\$0 in NCC) and \$63,375 (\$0 in NCC), respectively. Sufficient appropriations are included in the Public Works and Planning's FY 2017-18 Adopted Budget and will be included in subsequent budget requests.

## DISCUSSION:

Your Board's representatives have met and conferred with Unit 25 representatives regarding a successor MOU (latest MOU expired on October 22, 2017). A tentative agreement was signed on April 10, 2018, and was subsequently ratified by the Association, which currently represents 39 employees.

The significant components of the MOU, effective May 7, 2018, unless otherwise noted, include the following:

- MOU Term:
  - May 7, 2018 through March 22, 2020

- Salary Adjustments:
  - 3% increase effective May 7, 2018
  - 2.5% increase effective December 17, 2018
- Articles:
  - Addition of Article #28 - Foot Protection
- Miscellaneous:
  - Addition, update, or deletion of MOU language and/or obsolete addenda

REFERENCE MATERIAL:

BAI #41, October 13, 2015 (MOU - Engineering Technicians - Unit 25)

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU  
Appendix "B"

CAO ANALYST:

Juan Lopez