



Board Agenda Item 42

DATE: August 7, 2018

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memoranda of Understanding for Representation Units 3, 4, 12, 22, and 36

RECOMMENDED ACTION(S):

1. **Approve the Memoranda of Understanding for the following Representation Units represented by SEIU Local 521, effective July 30, 2018, through July 26, 2020:**
 - **Unit 03 - Mental Health Professionals and Social Workers**
 - **Unit 04 - Eligibility Workers**
 - **Unit 12 - Clerical, Paramedical, Building and Service Employees**
 - **Unit 22 - Professional, Para-Professional, and Technical Employees**
 - **Unit 36 - Supervisory Employees**

2. **Approve the related Salary Resolution Amendments as reflected on Appendix "B".**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding successor Memoranda of Understanding (MOUs) for the identified representation units, effective July 30, 2018, through July 26, 2020. The estimated cost for FY 2018-19 (\$10,103,005) includes \$473,800 in Net County Cost (NCC), which will be included in the impacted departments' FY 2018-19 recommended budgets and subsequent annual budget requests. This item is countywide.

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 2018-19 is approximately \$10,103,005; \$473,800 in NCC, which includes related retirement costs. The estimated year-over-year cost increase for FYs 2019-20 and 2020-21 is approximately \$11,188,804 (\$508,536 in NCC) and \$1,517,085 (\$53,018 in NCC), respectively. Sufficient appropriations will be included in the impacted departments' FY 2018-19 recommended budgets and will be included in subsequent budget requests.

DISCUSSION:

Your Board's representatives have met and conferred with SEIU representatives regarding successor MOUs for Representation Units 3, 4, 12, 22, and 36 (the latest MOUs expired on July 29, 2018). Tentative agreements were signed on June 15, 2018, and were subsequently ratified by the membership, which currently represents 3,624 employees.

Additionally, the Civil Service Commission approved the addition of the Parks Services Supervisor classification to Representation Unit 36 - Supervisory Employees (formerly an unrepresented classification), effective July 14, 2016, but was inadvertently included in the previously approved Agenda Item 40, dated June 12, 2018, for unrepresented, management and senior management classifications. The previously approved item authorized a 2% salary increase and step conversion for the Parks Services Supervisor classification, an oversight that, upon approval of the recommended actions, will be corrected to reflect the same terms and conditions negotiated for Representation Unit 36, thus superseding the action approved on June 12, 2018, for this classification.

The significant components of the MOUs, effective July 30, 2018, unless otherwise noted, include the following:

- MOU Term:
 - July 30, 2018, through July 26, 2020
- Salary Adjustments:
 - 3% increase effective July 30, 2018, for all classifications
 - 3% increase effective July 29, 2019, for all classifications
- Health Insurance: (*Up to indicates that the contribution will not exceed the cost of employee's health plan selection)
 - Effective December 17, 2018
 - Increase County Contribution for Employee Only up to \$318 (increase of up to \$25 per pay period)
 - Effective December 16, 2019
 - Increase County Contribution for Employee Only up to \$343 (increase of up to \$25 per pay period)
- Standby:
 - Increase from \$20 per shift to \$7.50 an hour for Unit 03
- Bilingual Skill Pay:
 - Increase from \$23.08 per pay period to \$50 per pay period for all classifications
- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or obsolete addenda

REFERENCE MATERIAL:

BAI #45, July 14, 2015 - MOU for BUs 2, 3, 4, 12, 22, and 36

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU - Representation Unit 3
MOU - Representation Unit 4
MOU - Representation Unit 12
MOU - Representation Unit 22
MOU - Representation Unit 36
Appendix "B"

CAO ANALYST:

Juan Lopez