



Board Agenda Item 36

DATE: November 6, 2018

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 7

RECOMMENDED ACTION(S):

- 1. Approve the Memorandum of Understanding for Representation Unit 7 - Nurses, represented by the California Nurses Association, effective November 5, 2018, through November 1, 2020**
- 2. Approve the related Salary Resolution Amendment as reflected on Appendix "E"**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 7's successor Memorandum of Understanding (MOU), effective November 5, 2018, through November 1, 2020. The estimated cost for FY 2018-19 (\$224,405) includes \$0 in Net County Cost (NCC), which has been included in the impacted departments' FY 2018-19 adopted budgets and will be included in 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 \$224,405; \$0 in NCC, which includes related retirement costs. The estimated year-over-year cost increase for FYs 2019-20 and 2020-21 is approximately \$423,381 (\$0 in NCC) and \$270,471 (\$0 in NCC), respectively. Sufficient appropriations are included in the impacted departments' FY 2018-19 adopted budgets and will be included in subsequent annual budgets requests.

DISCUSSION:

Your Board's representatives have met and conferred with Unit 2 representatives regarding a successor MOU (latest MOU expired July 29, 2018). A tentative agreement was signed on October 16, 2018, and was subsequently ratified by the California Nurses Association, which currently represents 68 employees.

The significant components of the MOU, effective November 5, 2018, unless otherwise noted, include the following:

- MOU Term:
 - November 5, 2015, through November 1, 2020

- Salary Adjustments:
 - 2% increase effective November 5, 2018, for all classifications
 - 2% increase effective November 4, 2019, for all classifications
- Salary Steps: (effective January 14, 2019)
 - Increase intervals between steps from 3.125% to 5%
 - Adjust salary ranges from 9-steps to 5-steps (9th step becomes new 5th step)
- Health Insurance: (*Up to indicates that the contribution will not exceed the cost of employees health plan selection)
 - Effective November 5, 2018
 - Increase County Contribution for Employee Only up to \$293 (increase of up to \$10 per pay period)
 - Increase County Contribution for employees with dependent coverage up to \$433 (increase of up to \$15 per pay period)
 - 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)
- Bilingual Skill Pay:
 - Increase from \$23.08 per pay period to \$50 per pay period for all classifications
- Equalization Pay: (Effective January 14, 2019)
 - \$1,000 one-time, non-pensionable, lump sum payment for employees who have satisfactorily completed at least 26 consecutive pay periods, at step 9, in peak level classifications (by January 13, 2019)
- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or obsolete addenda

REFERENCE MATERIAL:

BAI #43, dated July 14, 2015 - MOU for Unit 7

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Representation Unit 7
Salary Resolution Amendment - Appendix "E"

CAO ANALYST:

Juan Lopez