



Board Agenda Item 39

DATE: December 10, 2019

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 31

RECOMMENDED ACTION(S):

Approve the Memorandum of Understanding for Representation Unit 31 - Public Defenders, represented by the Professional Association County Employees, effective December 16, 2019, through December 12, 2021.

Approval of the recommended action would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 31's successor Memorandum of Understanding (MOU), effective December 16, 2019, through December 12, 2021. The estimated cost for FY 2019-20 (\$355,844) includes \$320,278 in Net County Cost (NCC), which is included in the impacted departments' FY 2019-20 Adopted Budget and will be included in subsequent budget requests. This item impacts the Public Defenders' Office.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, 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 2019-20 is approximately \$355,844; \$320,278 in NCC, which includes related retirement costs. The estimated year-over-year cost increase for FYs' 2020-21, 2021-22 and 2022-23 is approximately \$434,277 (\$390,872 in NCC), \$150,345 (\$135,318 in NCC), and \$81,820 (\$73,642 in NCC) respectively. Sufficient appropriations are included in the Public Defenders' Office FY 2019-20 Adopted Budget and will be included in subsequent budget requests.

DISCUSSION:

Your Board's representatives met and conferred with Unit 31 representatives regarding a successor MOU (latest MOU expires December 15, 2019). A tentative agreement was signed on October 24, 2019, and was subsequently ratified by the Professional Association County Employees, which currently represents 70 employees.

- MOU Term:
 - December 16, 2019, through December 12, 2021
- Salary Adjustments:
 - 2% increase effective December 16, 2019
 - Reopener no sooner than one year following approval by the Board of Supervisors

- Salary Steps: (effective January 13, 2020)
 - Increase percentage from 3.125% intervals to 5% intervals
 - Adjust from 9 steps to 5 steps (9th step becomes new 5th step)
- Bilingual Skill Pay:
 - Increase from \$23.08 per pay period to \$50 per pay period effective December 16, 2019
- Health Insurance: (*Up to indicates that the contribution will not exceed the cost of employee's health plan selection)
 - Increase County Contributions for Employee Only up to \$343 (up to \$25 increase per pay period) effective December 16, 2019
 - Reopener effective no sooner than October 2020 for Plan Year 2021
- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or obsolete addenda

REFERENCE MATERIAL:

BAI #38, December 5, 2017, MOU for Unit 31

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU
Appendix "B"

CAO ANALYST:

Debbie Paolinelli