



Board Agenda Item 44

DATE: December 10, 2019

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Addenda to Memoranda of Understanding for Representation Units 1, 14, 35, 37 and 38.

RECOMMENDED ACTION(S):

1. **Approve the Addenda to Memoranda of Understanding which modifies the term of the Memoranda of Understanding for the following Representation Units, effective December 16, 2019, through July 12, 2020:**
 - Unit 01 - Law Enforcement Personnel
 - Unit 14 - Supervisory Peace Officers
 - Unit 35 - Management
 - Unit 38 - Sheriff's Captains
2. **Approve the Addenda to the Memoranda of Understanding regarding County Health Premium Contributions for Plan Year 2020, effective December 16, 2019, for the following Representation Units:**
 - Unit 01 - Law Enforcement Personnel
 - Unit 14 - Supervisory Peace Officers
 - Unit 35 - Management
 - Unit 37 - Sheriff's Correctional Sergeants
 - Unit 38 - Sheriff's Captains

Approval of Recommended Action No. 1 would extend the Memoranda of Understanding (MOU) for the above named representation units. Approval of Recommended Action No. 2 would provide an increase in the County's health contribution for the above referenced representation units. The total estimated cost for Recommended Action No. 2 is approximately \$387,000, which includes \$310,000 in Net County Cost (NCC), which is included in the impacted department's FY 2019-20 Adopted Budget and will be included in subsequent budget requests.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, negotiations for the above stated units would commence as originally scheduled.

FISCAL IMPACT:

There is no increase in NCC associated with Recommended Action No. 1.

The total estimated cost associated with Recommended Action No. 2 is approximately \$387,000 (\$310,000 in NCC). Sufficient appropriations are included in the impacted department's FY 2019-20 Adopted Budget

and will be included in subsequent budget requests.

DISCUSSION:

Recommended Action No. 1: Your Board's representatives have come to an agreement with the above referenced Representation Units to extend the current MOU's until July 12, 2020, at which time negotiations will begin.

Recommended Action No. 2: Your Board's representatives have also agreed to increase County's health contributions by \$10 for Employee Only and \$30 for those that have dependent coverage as follows:

- Employee Only: \$308
- Employee plus Child(ren): \$488
- Employee plus Spouse: \$488
- Employee plus Family: \$488

ATTACHMENTS INCLUDED AND/OR ON FILE:

Unit 01 Addendum
Unit 14 Addendum
Unit 35 Addendum
Unit 37 Addendum
Unit 38 Addendum

CAO ANALYST:

Debbie Paolinelli