



Board Agenda Item 32

DATE: November 3, 2020

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 Service Employees International Union (SEIU) Local 521, effective November 2, 2020, through November 14, 2021:**
 - 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 related Salary Resolution Amendments, effective November 2, 2020, as reflected on Appendix "B".**

There is a \$75,519 increase in Net County Cost (NCC) associated with the recommended actions. Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding the successor Memoranda of Understanding (MOU) for the above-named representation units, effective November 2, 2020, through November 14, 2021. The total estimated cost for FY 2020-21 is \$1,313,164 and includes \$75,519 in NCC. Impacted department appropriations will be monitored, and adjustments will be brought to your Board if needed. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, negotiations with SEIU would continue.

FISCAL IMPACT:

There is an increase in NCC of \$75,519 associated with the recommended actions. The total estimated cost of the negotiated terms and conditions for FY 2020-21 is approximately \$1,313,164; \$75,519 in NCC. The estimated year-over-year cost increase for FY 2021-22 is approximately \$1,107,568; \$63,676 in NCC. Impacted departments' FY 2020-21 appropriations will be monitored, and adjustments will be brought to your Board if needed.

DISCUSSION:

Your Board's representatives have met with representatives for SEIU and have reached a tentative agreement regarding SEIU's successor MOUs (latest MOUs expired July 26, 2020).

The significant components of the agreements are as follows:

- MOU Term:
 - November 2, 2020, through November 14, 2021
- Health Insurance: (*Up to indicates that the contribution will not exceed the cost of employee's health plan selection)
 - Effective December 14, 2020
 - Increase County Contribution by \$25 for Employee Only, up to \$368*
- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or obsolete addenda

In addition, the Civil Service Commission approved the addition of the Retirement Technician I/II/III classification series to Representation Unit 12 - Clerical, Paramedical, Building & Service Employees (formerly an unrepresented classification series), effective November 2, 2020. Approval of the second recommended action will amend the Salary Resolution accordingly to effectuate this change.

REFERENCE MATERIAL:

BAI #42, August 7, 2018

BAI #45, July 14, 2015

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOUs for Representation Units 3, 4, 12, 22 and 36

Salary Resolution Amendment - Appendix B

CAO ANALYST:

Yussel Zalapa