



Board Agenda Item 41

DATE: November 18, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memorandum of Understanding for Unit 42

RECOMMENDED ACTION(S):

- 1. Approve the successor Memorandum of Understanding (MOU) for Representation Unit 42 - Association of County Engineers, effective November 24, 2025, through November 22, 2026; and**
- 2. Approve the related Salary Resolution Amendment as reflected on Appendix "B."**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 42's successor MOU, effective November 24, 2025, through November 22, 2026. The estimated cost for FY 2025-26 is \$12,420; \$652 of which is Net County Cost (NCC). The estimated cost for FY 2026-27 is \$17,940; \$941 of which is NCC. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed.

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 2025-26 is approximately \$12,420, including related retirement costs, \$652 of which is NCC. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed. The estimated cost for FY 2026-27 is \$17,940; \$941 of which is NCC. Sufficient appropriations will be included in the impacted department's FY 2026-27 budget request.

DISCUSSION:

Your Board's representatives met and conferred with Unit 42's representatives regarding a successor MOU (the current MOU will expire on November 9, 2025). A tentative agreement was signed on October 21, 2025, and has been ratified by the Association.

- MOU Term:
 - November 24, 2025, through November 22, 2026.
- Salary Adjustments:
 - 1% increase effective November 24, 2025.

- Health Insurance: (up to indicates that the contribution will not exceed the cost of the employee's health plan selection)
 - Increase total county contribution for Employee Only up to \$473 (up to \$15 increase per pay period) effective December 8, 2025.
 - Increase total county contribution for Employee plus Child(ren) up to \$778 (up to \$60 increase per pay period) effective December 8, 2025.
 - Increase total county contribution for Employee plus Spouse up to \$778 (up to \$60 increase per pay period) effective December 8, 2025.
 - Increase total county contribution for Employee plus Family up to \$963 (up to \$60 increase per pay period) effective December 8, 2025.
- Professional License Differential:
 - Increase from \$200 per pay period to \$250 per pay period, effective November 24, 2025.
- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or addenda.

REFERENCE MATERIAL:

BAI #43, November 5, 2024

ATTACHMENTS INCLUDED AND/OR ON FILE:

Unit 42 Memorandum of Understanding
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Sevag Tateosian