



COUNTY OF

For the meeting of: 12/15/202

File #: 20-1628

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

SUBJECT:

Ratification of Side Letters of Agreement with All Bargaining Groups for December 24, 2020 Holiday

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve and authorize the Chair of the Board, County Administrative Officer and Human Resources Director to sign Side Letters of Agreement with the following bargaining groups for a December 24, 2020 holiday:
 - American Federation of State, County, and Municipal Employees (AFSCME) Units 1-4 (Attachment #1) amending Article 20.
 - County Attorney's Association (CAA) Unit 5 (Attachment #2) amending Article 13.
 - Humboldt Deputy Sheriff's Organization (HDSO), Law Enforcement Non- Management Unit 6 (Attachment 3) amending Article 19.
 - HDSO, Law Enforcement Management (LEM) Unit 7 (Attachment #4) amending Article 17.
 - Management & Confidential (M&C) Employees Units 8 & 9 (Attachment#5) amending Article 6.
 - Elected & Appointed Department Heads Unit 10 & 11 (Attachment #6)

SOURCE OF FUNDING:

All Funds

DISCUSSION:

On December 8, 2020 your board approved December 24, 2020 as a paid county holiday for all bargaining groups. The attached side letters will ratify the addition of this paid county holiday in each bargaining groups Memorandum of Understanding or Compensation plan.

FINANCIAL IMPACT:

The financial impact will mainly be in lost productivity. There will be additional holiday pay costs related to employees that must work to maintain critical services. Those costs are unknown and will be managed by the impacted departments

STRATEGIC FRAMEWORK:

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This action supports your Board's Strategic Framework by investing in county employees .

OTHER AGENCY INVOLVEMENT:

All Bargaining Groups
All County Departments

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your board could choose not to approve staff recommendations

ATTACHMENTS:

1. Side Letter with AFSCME
2. Side Letter with CAA
3. Side Letter with HDSO - Non-Management
4. Side Letter with HDSO - LEM
5. Side Letter with M&C
6. Side Letter with Elected & Appointed Department Heads

PREVIOUS ACTION/REFERRAL:

Board Order No.: C-22
Meeting of: December 8, 2020
File No.: 20-1572