



COUNTY OF HUMBOLDT

For the meeting of: 8/12/2025

File #: 25-911

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

Vote Requirement: Majority

SUBJECT:

Ratification of the 2025-2026 Memorandum of Understanding (MOU) Between the County of Humboldt and the American Federation of State, County & Municipal Employees, AFL-CIO Local 1684 Representation Units 1 - 4 (AFSCME)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve and authorize the Chair of the Board of Supervisors to execute the Memorandum of Understanding with the AFSCME Units 1 - 4 (Attachment 1); for the term of 2025-2026 for the MOU between the County of Humboldt and AFSCME Units 1 - 4; and
2. Adopt Resolution (Attachment 2) approving the execution of the Memorandum of Understanding between the County of Humboldt and AFSCME Units 1 - 4.

STRATEGIC PLAN:

This action supports the following areas of your Board's Strategic Plan.

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 3001 - Support a well-trained workforce

DISCUSSION:

The County of Humboldt and AFSCME have agreed to the matters set forth in the attached Memorandum of Understanding (MOU) for Representation Unit 1 - 4 for the term of January 1, 2025 - December 31, 2026.

The attached MOU outlines agreed upon amendments and include the following:

1. Term: January 1, 2025 to December 31, 2026
2. One-Time Payment: All classifications represented in the AFSCME Units 1 - 4 will receive a one-time payment as follows:
 - Each regular employee will receive a non-pensionable, non-recurring lump sum payment in the amount of \$1,000.00 minus applicable payroll deductions within three payroll periods of Board of Supervisors adoption of the new MOU.
 - Each regular employee will receive a non-pensionable, non-recurring lump sum payment in the amount of \$1,000.00 minus applicable payroll deductions on the first pay warrant of December 2025 (December 12, 2025).
 - Each regular employee will receive a non-pensionable, non-recurring lump sum payment in the amount of \$1,000.00 minus applicable payroll deductions during the first pay period of July 2026.
 - These payments will be pro-rated for staff who are less than one full time equivalent.

3. Incentive Increases:

- Bilingual Incentive for 40-hours/week employees using bilingual skills at least 10% of their work time
 - Verbal certification: increase from \$32 to \$75 per pay period
 - Verbal and written certification: increase from \$48 to \$125 per pay period
- Bilingual Incentive for 40-hours/week employees using bilingual skills less than 10% of their work time
 - Verbal certification: increase from \$20 to \$35 per pay period
 - Verbal and written certification: increase from \$32 to \$75 per pay period
- Tool Replacement:
 - Tire Repair Specialist: increase from \$200 to \$500 per year
 - Automotive Mechanic, Automotive Maintenance Supervisor, Equipment Mechanic, Heavy Equipment Maintenance Supervisor, Automotive Service Technician, Senior Automotive Service Technician, Facilities Maintenance Mechanic, Fabricator-Mechanic, Carpenter, and Work Crew Leader: increase from \$500 to \$1,000 per year
- Uniform Allowance:
 - Correctional Deputy I/II, Senior Correctional Deputy, Supervising Correctional Deputy, Community Service Officer, Sheriff's Compliance Officer and Animal Control Officer: increase from \$635 to \$885 per year
- Class A License Stipend:
 - Road Maintenance Worker I/II and Boat Operator I/II: increase from \$25 to \$100 per pay period

4. New Scheduled Holiday: December 24th, Christmas Eve, will now be a scheduled County paid holiday.

5. Me Too Clause: During the term of the MOU, employees represented by AFSCME Units 1-4 will receive a base wage increase under the following circumstances:

- When a non-AFSCME represented bargaining unit representing fifty or more full time equivalent employees negotiates an across-the-board base wage increase, employees in the AFSCME represented units will receive the same base wage increase unless the Union already negotiated an equal or greater base wage increase during the term of this Agreement and/or the members of the bargaining unit already received an equal or greater base wage increase on a me-too basis under this provision.
- When a non-AFSCME represented bargaining unit representing fifty or more full time equivalent employees negotiates one or more equity increases for classifications in the bargaining unit which collectively increase wages for fifty or more employees, employees in the AFSCME represented units will receive a base wage increase equal to the highest equity increase negotiated by the other bargaining unit unless the Union already negotiated an equal or greater base wage increase during the term of this Agreement and/or the members of the bargaining unit already received an equal or greater base wage increase on a me-too basis under this provision.
- When an elected official receives a salary increase, employees in the AFSCME represented units will receive an equal base wage increase unless the Union already negotiated an equal or greater base wage increase during the term of this Agreement and/or the members of the bargaining unit already received an equal or greater base wage increase on a me-too basis under this provision.

6. Expansion of Eligible Family Members for Bereavement and Family Sick Leave: Employees may designate up to two (2) persons per calendar year whose close association is the equivalent of a family relationship and not defined as "immediate family" in the MOU.

7. Insurance Coverage: Effective the first full month following Board adoption of the new MOU, the county will increase its contribution to cover 100% of the increase in the low-cost health insurance plan's premium from calendar year 2024 to 2025 for the remainder of calendar year 2025. Effective the first month of the 2026 health plan year, the county will increase its contribution to cover 100% of the increase in the low-cost health insurance plan's premium from calendar year 2025 to 2026. These increased employer contributions in 2025 and 2026 will apply to each of Employee Only, Employee Plus One and Employee Plus Two or More levels of eligibility. The county's premium contribution will continue to include the \$200.00 per month supplement that went into effect during the term of the January 1, 2022, through December 31, 2024, MOU.

8. 32-Hour Workweek: The county and the Union will participate in a labor management committee to study 32-hour workweek concepts.

9. Changes to Out of Class Language:

- Removed "Acting Supervisor" provision.
- All out of class assignments will now be treated the same.
- Employees may receive out of class pay if the assignment is for at least 10 workdays.

- Departments no longer need Board of Supervisors approval for assignments lasting more than 20 workdays.
10. **Side Letters:** Unless superseded by this proposal or other agreements reached during these negotiations, the MOU will be updated to match MOU language changes contained in:
- Side Letter Agreement - Federal Motor Carrier Safety Administration (FMCSA) Trainer Incentive Pay
 - Side Letter Agreement - Library Holidays
 - Side Letter Agreement - Paid Lost Time - Union Leave of Absence

SOURCE OF FUNDING:

All county funds

FINANCIAL IMPACT:

<i>Expenditures (Various)</i>	FY25-26 Projected*	FY26-27 Projected*
One-Time Payments	<u>\$3.27 million</u>	<u>\$1.64 million</u>
Incentive Increases	<u>\$135,000</u>	<u>\$180,000</u>
Health Insurance	<u>\$645,000</u>	<u>\$886,000</u>
Total Expenditures	<u>\$4.05 million</u>	<u>\$2.70 million</u>

**Projected amounts are estimates and are subject to change.*

<i>Funding Sources (Various)</i>	FY25-26 Projected*	FY26-27 Projected*
General Fund	<u>\$917,000</u>	<u>\$615,000</u>
Other County Funds	<u>\$3.13 million</u>	<u>\$2.09 million</u>
Total Funding Sources	<u>\$4.05 million</u>	<u>\$2.70 million</u>

**Projected amounts are estimates and are subject to change.*

Narrative Explanation of Financial Impact:

Total costs from all funds for this compensation plan is estimated to be \$6.75 million in FY 2025-26 and FY 2026-27. Of this, \$4.91 million is attributed to the one-time payments and are not an ongoing cost. Your Board approved \$5 million in the Fiscal Year (FY) 2025-26 budget in 1100-190, General Fund Contingencies, for labor negotiations. At the end of the FY, should budgets not be able to absorb the increase in costs from approval of this compensation plan, staff will return to your Board to request a budget adjustment to utilize these contingencies.

STAFFING IMPACT:

There is not a direct staffing impact to ratifying this MOU.

OTHER AGENCY INVOLVEMENT:

American Federation of State, County & Municipal Employees, AFL-CIO Local 1684 Representation Units 1 - 4.

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your Board could choose not to adopt the resolution ratifying the 2025-2026 MOU between the County and AFSCME; however, this is not recommended. This option is not recommended as the extension of the MOU between the County of Humboldt and AFSCME expired December 31, 2024.

ATTACHMENTS:

1. Memorandum of Understanding between the County of Humboldt and the AFSCME for Representation Units 1 - 4
2. Resolution Approving the Memorandum of Understanding for Unit 1 - 4 (AFSCME, Local 1684)

PREVIOUS ACTION/REFERRAL:

Meeting of: 01/04/2022

File No.: 22-12