



COUNTY OF HUMBOLDT

AGENDA ITEM NO.
C-15

For the meeting of: January 19, 2016

Date: January 12, 2016

To: Board of Supervisors

From: Daniel Fulks, Director of Human Resources *DF*

Subject: RATIFICATION OF 2015-2017 MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF HUMBOLDT AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) FOR REPRESENTATION UNITS 1-4

RECOMMENDATIONS:

That the Board of Supervisors:

1. Adopt Resolution No. 16-09 (attached) approving the Memorandum of Understanding between the County of Humboldt and the American Federation of State, County and Municipal Employees (AFSCME) Local 1684 for Units 1-4; and
2. Authorize the Chairman of the Board of Supervisors to execute the Memorandum of Understanding.

SOURCE OF FUNDING: All County funds

DISCUSSION: Representatives of the County and representatives of the American Federation of State, County and Municipal Employees (AFSCME) Local 1684 have agreed to the matters set forth in the attached Memorandum of Understanding for Representation Units 1-4. Major elements provided for in the M.O.U. include the following:

Prepared by Daniel Fulks CAO Approval *Amy Nelson*

REVIEW: Auditor _____ County Counsel *DF* Human Resources *DF* Risk Manager _____ Other _____

TYPE OF ITEM:
 Consent
 Departmental
 Public Hearing
 Other _____

PREVIOUS ACTION/REFERRAL:
 Board Order No. _____
 Meeting of: _____

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT
 Upon motion of Supervisor Bass Seconded by Supervisor Fennell
 Ayes Sundberg, Fennell, Lovelace, Bohn, Bass
 Nays _____
 Abstain _____
 Absent _____

and carried by those members present, the Board hereby approves the recommended action contained in this Board report.

Dated: Jan 19, 2016
 By: *Kathy Hayes*
Kathy Hayes, Clerk of the Board

1. Term: 27 month term: July 1, 2015 through September 30, 2017.
2. Wages:
 - a. Effective the first full pay period in April of 2016, all bargaining unit members shall receive a three (3) percent or six (6) salary ranges increase to base pay, conditioned on b. below:
 - b. Effective April of 2016, members of the bargaining unit sharing in the cost of retirement per G.C. 20516, bargaining unit members have agreed to pick up an additional 3% of the PERS rate).
 - c. Effective the first full pay period in July of 2016, all bargaining unit members shall receive a two (2) percent or four (4) salary ranges increase to base pay.
 - d. Effective the first full pay period in January of 2017, all bargaining unit members shall receive a two (2) percent or four (4) salary ranges increase to base pay.
3. Retirement: By agreement with the bargaining unit, adds additional employee contributions toward retirement under G.C. 20516 in the amount of 3%. Modifies section that addresses retirement benefit plans to conform with PEPRA.
4. One-Time, Non-Pensionable Lump Sum Payment: Effective the first full pay period in April of 2016, all members of the bargaining unit shall receive a one-time, non-recurring, non-pensionable lump sum in the amount of \$1000. Effective with the first full pay period in January 2017, all members shall receive a one-time, non-recurring, non-pensionable lump sum payment of \$500.

Section 213-1 (a) of the County Code states that the compensation for the Board of Supervisors “shall be reviewed and acted upon at the same time that employees in County Representation Unit 4 receive adjustments in compensation.” This matter is before your Board as a separate action item on today’s agenda.

FINANCIAL IMPACT: Estimated General Fund costs for Fiscal Year 2015-2016 for this bargaining unit would be approximately \$450,000; estimated General Fund costs on a go-forward basis for Fiscal Year 2016-2017 would be approximately \$1,250,000 and estimated General Fund costs on a go-forward basis for Fiscal Year 2017-2018 would be approximately \$1,325,000.

OTHER AGENCY INVOLVEMENT: None

ATTACHMENT: Memorandum of Understanding between the County of Humboldt and AFSCME Local 1684

Resolution No. 116-09 Approving Memorandum of Understanding for Units 1-4 (AFSCME)

- Appendix A – AFSCME Represented Classes and Salary Schedule
- Appendix B – Application for Membership/Authorization for Representation
- Appendix C – Educational Reimbursement Resolution
- Appendix D – EEO Policy
- Appendix E – Harassment Policy
- Appendix F – Merit System Rules
- Appendix G – Humboldt County Health Care Provider Certification

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA
Certified copy of portion of proceedings, Meeting of January 19, 2016

RESOLUTION NO. 16-09

**RESOLUTION APPROVING MEMORANDUM OF UNDERSTANDING FOR UNITS 1 - 4
(AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES)**

WHEREAS, the Board of Supervisors of the County of Humboldt is authorized by the provisions of Section 25300 of the Government Code of the State of California to provide for the number, compensation, tenure, appointment and conditions of employment of County employees by resolution; and

WHEREAS, duly authorized representatives of the County of Humboldt and duly authorized representatives of the American Federation of State, County and Municipal Employees, Local 1684, have met and conferred pursuant to the provisions of the Meyers-Milias-Brown Act and have agreed to the matters set forth in the memorandum of understanding attached hereto, subject to the approval of said memorandum of understanding by the Board of Supervisors of the County of Humboldt; and

WHEREAS, the Board of Supervisors has reviewed the memorandum of understanding and approves of the terms and conditions contained therein.

NOW, THEREFORE, the Board of Supervisors of the County of Humboldt resolves that the memorandum of understanding attached hereto is approved, and the Chairman of this Board is authorized and directed to execute said memorandum of understanding.

Dated: January 19, 2016



MARK LOVELACE, Chair
Humboldt County Board of Supervisors

Adopted on motion by Supervisor Bass, seconded by Supervisor Fennell, and the following vote:

AYES: Supervisors Sundberg, Fennell, Lovelace, Bohn, Bass
NAYS: Supervisors --
ABSENT: Supervisors --
ABSTAIN: Supervisors --

STATE OF CALIFORNIA)
County of Humboldt)

I, KATHY HAYES, Clerk of the Board of Supervisors, County of Humboldt, State of California, do hereby certify the foregoing to be an original made in the above-entitled matter by said Board of Supervisors at a meeting held in Eureka, California.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Seal of said Board of Supervisors.



By ANA HARTWELL
Deputy Clerk of the Board of Supervisors of the
County of Humboldt, State of California