



# COUNTY OF HUMBOLDT

For the meeting of: 3/1/2022

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File #: 22-248

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**To:** Board of Supervisors

**From:** Human Resources

**Agenda Section:** Consent

**SUBJECT:**

Ratification of the 2022-2024 Memorandum of Understanding (MOU) Between the County of Humboldt and the California Attorneys' Association (CAA) for Representation Unit 5.

**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 CAA Unit 5 (Attachment No. 1); for the term of 2022-2024 for the MOU between the County of Humboldt and CAA Unit 5; 2) direct the Department of Human Resources to insert the adopted Comprehensive Compensation Salary and Classification Summary into the MOU; and
2. Adopt Resolution No. \_\_\_\_ (Attachment No. 3) approving 1) amendment to the Memorandum of Understanding between the County of Humboldt and CAA Unit 5 2), adopting a Comprehensive Compensation Salary and Classification Summary (Attachment No. 4) effective March 6, 2022, and 3) delegating authority to the Department of Human Resources to update the Comprehensive Compensation Salary and Classification Summary to reflect changes in future compensation approved by your Board.

**SOURCE OF FUNDING:**

All County Funds.

**DISCUSSION:**

The County of Humboldt and the CAA have agreed to the matters set forth in the attached Memorandum of Understanding (MOU) for Representation Unit 5 (Attachment No. 1) for the term of 2022-2024.

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

1. Term: 2 years from January 1, 2022, to Dec. 31, 2024
2. Base Wages: For all classifications represented in the CAA Unit 5 will increase as

follows:

- 9% effective the first full pay period following Board of Supervisors' adoption of the successor MOU.
  - 2% effective the first full pay period in January 2023.
  - 3% effective the first full pay period in January 2024.
3. One-Time Payment: Effective the first full pay period following Board adoption, all classifications represented by CAA will receive a one-time, non-recurring, non-pensionable lump sum payment of \$2,000.
  4. Classification Study Implementation: Beginning as soon as practicable, the county may periodically meet and confer with CAA to discuss and implement changes recommended by consultants MRG to implement classification changes arising from Koff and Associates study recommendations. Compensation changes, if any, resulting from these discussions will not reduce the equity adjustments described above, reduce wages for any employees in the bargaining unit or Y-rate any employees in the bargaining unit.
  5. Insurance Coverage: Effective the first full month following Board adoption, the County will pay up to an additional \$200 per month, which combined with previous coverage shall not exceed 100% of the monthly premium for health insurance plan selected by the employee.
  6. Wellness Incentive: Effective July 1, 2022, remove Article 40 concerning wellness incentive.
  7. Equity Adjustments: Effective the first full pay period following Board adoption, all classifications represented by CAA will receive a 4% equity increase.
  8. Holiday: Addition of newly scheduled paid County holiday, Juneteenth, on the 19<sup>th</sup> day of June.
  9. MOU Updates: The Parties will meet periodically during the term of the Compensation Plan to update, clarify, reorganize, or otherwise improve the document through mutual agreement. Please note that these conversations can address topics raised by the Association that have not been resolved in this package proposal including but not limited to incentive pays. The Parties will memorialize any mutually acceptable changes. The County may reopen negotiations during the term of the Plan to negotiate impacts, if any, associated with changes made to comply with California Senate Bill 278.

FINANCIAL IMPACT:

Total costs from all funds for this compensation plan is estimated to be:

- \$19.36 million for Oct. 1, 2021 through the remainder of Fiscal Year 2021-22
- \$22.31 million for Fiscal Year 2022-23
- \$25.24 million for Fiscal Year 2023-24.

The cost to the General Fund is estimated to be:

- \$17.57 million for Oct. 1, 2021 through the remainder of Fiscal Year 2021-22
- \$20.25 million for Fiscal Year 2022-23
- \$23.02 million for Fiscal Year 2023-24.

STRATEGIC FRAMEWORK:

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

OTHER AGENCY INVOLVEMENT:

California Attorneys' Association Representation Unit 5.

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your Board could choose not to adopt the resolution ratifying the 2022-2024 MOU between the County and CAA; however, this is not recommended. This option is not recommended as the extension of the MOU between the County of Humboldt and CAA expired December 31, 2020.

ATTACHMENTS:

1. Memorandum of Understanding between the County of Humboldt and the CAA for Representation Unit 5
2. Memorandum of Understanding between the County of Humboldt and the CAA for Representation Unit 5 in track changes
3. Resolution No. \_\_\_\_ Approving the Memorandum of Understanding for Unit 5
4. County of Humboldt Comprehensive Salary Schedule and Classification Summary effective March 6, 2022.

PREVIOUS ACTION/REFERRAL:

Board Order No.: Resolution No. 18-93

Meeting of: September 4, 2018

File No.: 18-1147