



COUNTY OF HUMBOLDT

For the meeting of: 4/6/2021

File #: 21-403

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

SUBJECT:

Ratification of Side Letter with American Federation of State, County, and Municipal Employees (AFSCME) to extend MOU to and inclusive of Dec. 31, 2021

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve and authorize the Chair of the Board to sign a side letter with the AFSCME Units 1-4 (Attachment 1) extending the term of the Memorandum of Understanding (MOU) between the County of Humboldt and AFSCME and providing one-time and short term benefits associated with the extension of the MOU.

SOURCE OF FUNDING:

All County Funds

DISCUSSION:

The County of Humboldt and AFSCME have agreed to a side letter (Attachment 1) to extend the term of their MOU to and inclusive of Dec. 31, 2021.

The attached side letter outlines agreed upon amendments, additions, and deletions of MOU language including one-time and short-term benefits detailed below.

- 12-month term: Jan. 1, 2021 through and inclusive of Dec. 31, 2021.
- Add one additional holiday (Dec. 23) for 2021 exclusively.
- One-time payment in the amount of \$1,300.00 per employee to be issued in the April 9, 2021 pay warrant cycle.
- Up to an additional \$100 per month per employee toward Health Insurance Premium effective April 2021 through November 2021
- Increase to Tool Allowance from \$125 to \$200 for the Tire Repair Specialist classification.
- Increase of Tool allowance from \$250 to \$500 for the Automotive Mechanic, Senior Automotive Mechanic, Equipment Mechanic, Senior Equipment Mechanic, Automotive Service

Technician, Facilities Maintenance Mechanic, Fabricator-Mechanic, Carpenter, and Work Crew Leader classifications.

- Addition of Senior Automotive Service Technician to the list of eligible classifications for the \$500 tool allowance.
- Revised language relating to Lactation Consultant stipend, Social Service Aide wage adjustment, accrual of sick leave while on a leave of absence, overtime computation, holiday pay, catastrophic leave, medical leave of absence, CalPERS Retirement Plan contribution.
- Removal of the following sections:
 - 29.2.3.
 - 29.2.3.1.
 - 29.2.3.1.
 - 29.2.3.2.
 - 29.2.4.
 - 29.2.5.
 - 29.2.5.1.
 - 29.2.5.2.
 - 29.2.2.3.
 - 29.2.5.3.
 - 29.2.5.4.
 - 29.2.5.5.
 - 61.3.

FINANCIAL IMPACT:

Total costs from all funds for the term of this compensation plan are estimated to be \$3,267,235. The costs to the General Fund are estimated to be \$869,016.

STRATEGIC FRAMEWORK:

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

OTHER AGENCY INVOLVEMENT:

AFSCME

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could not ratify the proposed side letter with AFSCME; however, this is not recommended. This option is not recommended as the MOU between the County of Humboldt and AFSCME expired Dec. 31, 2020.

ATTACHMENTS:

1. AFSCME Side Letter of Agreement - Extension of MOU to and inclusive of Dec. 31 2021

PREVIOUS ACTION/REFERRAL:

Board Order No.: C-19
Meeting of: Aug. 21, 2018

File #: 21-403

File No.: 18-1105