



COUNTY OF HUMBOLDT

For the meeting of: 8/19/2025

File #: 25-922

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 County Attorney's Association (CAA)

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 1); for the term of 2025-2026 for the MOU between the County of Humboldt and CAA Unit 5; and
2. Adopt Resolution (Attachment 4) approving the execution of the Memorandum of Understanding between the County of Humboldt and CAA Unit 5; and
3. Adopt the Compensation Schedule effective August 17th 2025 (Attachment 3); and
4. Deallocate 3.0 Full-Time Equivalent (FTE) Deputy District Attorney I/II/III/IV (Job Class 0602A/B/C/D) in fund 1100, BU 205 effective beginning of the pay period following approval.

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 CAA have agreed to the matters set forth in the attached Memorandum of Understanding (MOU) for Representation Unit 5 for the term of Jan. 1, 2025 - Dec. 31, 2026.

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

1. Term: Jan. 1, 2025 to Dec. 31, 2026
2. Effective the first full pay during which Board of Supervisors adopts this Agreement, the County shall increase salaries for all classifications represented in the bargaining unit by 30 salary ranges (roughly 15.0%).
3. New Scheduled Holiday: Dec. 24th, Christmas Eve, will now be a scheduled County paid holiday.
4. 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.
5. Insurance Coverage: The County and the Association agree that County-paid premiums for CalPERS or labor organization sponsored medical plan coverage will be based upon the lowest cost CalPERS medical plan available in Humboldt County:

\$1,019.28 for employee-only coverage (capped at 100% of selected plan premium), \$1,528.22 for employee plus one dependent, and \$1,827.20 for employee plus two or more dependents. Effective the first month of the 2026 health plan year, the County will increase its contribution to cover 100% of the increase in the lowest cost CalPERS medical plan available in Humboldt County from calendar year 2025 to 2026. The association has the option to switch from CalPERS to a labor organization-sponsored plan beginning in 2026, with a minimum five-year commitment, while the county's contribution rates remain tied to CalPERS pricing. For dental insurance, the county pays 100% of premiums for employees and dependents with a \$1,500 annual maximum benefit per person. Vision coverage is also fully paid by the county for employees and eligible dependents, with a \$210 annual maximum benefit per person. If the association switches to alternative medical coverage, the county will continue contributing the same dollar amounts for dental and vision through the Flexible Benefit Account.

SOURCE OF FUNDING:

All county funds with CAA-represented employees

FINANCIAL IMPACT:

<i>Expenditures (Various)</i>	FY25-26 Projected*	FY26-27 Projected*
<i>Wage Increase (15%)</i>	<u>\$615,992</u>	<u>\$862,388</u>
<i>Health Insurance</i>	<u>\$28,729</u>	<u>\$39,502</u>
<i>Deallocation of 3.0 FTE Deputy District Attorney</i>	<u>(\$434,990)</u>	<u>(\$579,987)</u>
<i>Total Expenditures</i>	<u>\$209,731</u>	<u>\$321,903</u>

*Projected amounts are estimates and are subject to change.

<i>Funding Sources (Various)</i>	FY25-26 Projected*	FY26-27 Projected*
<i>General Fund</i>	<u>\$110,659</u>	<u>\$183,316</u>
<i>Other County Funds</i>	<u>\$99,072</u>	<u>\$138,587</u>
<i>Total Funding Sources</i>	<u>\$209,731</u>	<u>\$321,903</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 \$1.55 million in Fiscal Year (FY) 2025-26 and FY 2026-27. Of this, \$1.01 million will be offset by the deallocation of 3.0 FTE vacant Deputy District Attorney positions, for a total estimated additional cost to the county of \$531,634 over two years. In addition to the deallocation of the Deputy District Attorney positions, your Board approved \$5 million in the FY 2025-26 budget in 1100-190, General Fund Contingencies, for labor negotiations. Due to the redistribution of General Fund through deallocation of the Deputy District Attorney positions, staff will monitor the Public Defender budgets and bring forward a budget adjustment as necessary. 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 contingencies.

STAFFING IMPACT:

<i>Position Title</i>	<i>Position Control Number</i>	<i>Monthly Salary Range (1A-E Step)</i>	<i>Additions (Number)</i>	<i>Deletions (Number)</i>
<i>Deputy District Attorney I/II/III/IV</i>	205-0602A/B/C/D	\$35.81 - \$75.30		3.0

Narrative Explanation of Staffing Impact:

Approval of the deallocation of 3.0 FTE Deputy District Attorney I/II/III/IV will reduce the total number of allocated positions in the District Attorney's office. These positions are vacant, and the deallocation of these positions is necessary to facilitate agreements made for the term of this MOU.

OTHER AGENCY INVOLVEMENT:

County Attorney's Association (CAA) Unit 5

ALTERNATIVES TO STAFF RECOMMENDATIONS:

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

ATTACHMENTS:

1. Memorandum of Understanding between the County of Humboldt and the CAA for Unit 5
2. Memorandum of Understanding between the County of Humboldt and the CAA for Unit 5 in track changes
3. 2025-08-17 Compensation Schedule
4. Resolution Approving the Memorandum of Understanding for 5 (CAA)

PREVIOUS ACTION/REFERRAL:

Meeting of: 03/01/2022

File No.: 22-26