



COUNTY OF HUMBOLDT

For the meeting of: 8/21/2018

File #: 18-1105

To: Board of Supervisors

From: Human Resources

SUBJECT:

Memorandum of Understanding between the County of Humboldt and American Federation of State, County, and Municipal Employees Local 1684 effective October 1, 2017 through and inclusive to December 31, 2020

RECOMMENDATION(S):

That the Board of Supervisors authorize the Chair of the Board of Supervisors to execute the Memorandum of Understanding between the County of Humboldt and the American Federation of State, County and Municipal Employees (AFSCME) Local 1864 for Units 1-4; and adopt Resolution No. _____ (attached) approving the Memorandum of Understanding between the county and AFSCME Local 1864 for Units 1-4.

SOURCE OF FUNDING:

All County Funds

DISCUSSION:

Representatives of the county and AFSCME have agreed to the matters set forth in the attached Memorandum of Understanding for Representation Units 1-4. Major elements provided for in the MOU include the following:

1. Three year term: October 1, 2017 through and inclusive to December 31, 2020
2. Add one additional holiday (December 24) for 2018 exclusively
3. Base wage adjustment of 0.50 percent (1 salary range) effective the first full pay period following Board of Supervisors approval
4. Base wage adjustment of 0.50 percent (1 salary range) effective the first full pay period that includes July 1, 2018 or the first full pay following adoption of the successor MOU by the Board of Supervisors, whichever occurs later
5. Base wage adjustment of 0.50 percent (1 salary range) effective the first full pay period that includes January 1, 2019
6. Base wage adjustment of 0.50 percent (1 salary range) effective the first full pay period that includes July 1, 2019
7. Base wage adjustment of 0.50 percent (1 salary range) effective the first full pay period that includes January 1, 2020
8. Base wage adjustment of 1.50 percent (1 salary range) effective the first full pay period that includes July 1, 2020
9. One-time payment in the amount of \$621.74 per employee
10. Permission for donations of paid leave in increments of four (4) hours
11. Language to provide full service credit for step increases in the event of a voluntary demotion
12. Permission for CAO approval of advanced step increases within 30 days of date of hire
13. One time base rate adjustment of 5 percent (10 salary ranges) to base rate for Correctional Deputy and Juvenile Correctional Officer classifications
14. One time base rate adjustment of 3 percent (6 salary ranges) for individuals in the Social Worker classification with four or less years of employment with the Child Welfare Services (CWS) Division
15. One time base rate adjustment of 5 percent (10 salary ranges) for individuals in the Social Worker classification with more than four years of employment in the CWS Division
16. Stipend of \$2,000.00 for individuals in the Social Worker classification who reach three years employment in the CWS Division
17. One time base rate adjustment of 3 percent (6 salary ranges) for individuals in the Social Worker Aide classification with four or less years of employment with CWS Division
18. One time base rate adjustment of 5 percent (10 salary ranges) for individuals in the Social Worker Aide classification with more than four years of employment in the CWS Division

19. One time base rate adjustment of 16 percent (32 salary ranges) for the Psychiatric Nurse, Public Health Nurse, Nurse Case Manager, Psychiatric Tech I/II and Nurse Practitioner classifications.
20. One time base rate adjustment of two, 1.5 percent (43 salary ranges) for the Supervising Psychiatric Nurse and Supervising Public Health Nurse classifications.

FINANCIAL IMPACT:

Overall costs to the General Fund for the term of this MOU are approximately \$1.6 million.

The MOU supports the Board's Strategic Framework by safeguarding public trust through investment in county employees.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could not adopt the proposed Memorandum of Understanding, however, this is not recommended. This option is not recommended as the parties would be required to resume negotiations.

ATTACHMENTS:

Exhibit A - Memorandum of Understanding between the County of Humboldt and AFSCME Local 1684

Exhibit B - Memorandum of Understanding between the County of Humboldt and AFSCME Local 1684 in track changes

Exhibit C - Resolution No. _____ approving the Memorandum of Understanding between the County of Humboldt and AFSCME Local 1684

Appendix A - AFSCME Represented Classes and Salary Schedule

Appendix B - Application for Membership/Authorization for Representation

Appendix C - Educational Reimbursement Resolution No. 76-138

Appendix D - EEO Policy Statement

Appendix E - Humboldt County Merit System Rules

Appendix F - County of Humboldt Healthcare Provider Certification

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A