



COUNTY OF HUMBOLDT

Legislation Details (With Text)

File #: 18-1147 **Version:** 2 **Name:**
Type: Informational Report **Status:** Passed
File created: 8/28/2018 **In control:** Human Resources
On agenda: 9/4/2018 **Final action:** 9/4/2018
Title: Memorandum of Understanding between the County of Humboldt and the County Attorney's Association (CAA) effective October 1, 2017 through and inclusive to December 31, 2020

Sponsors:

Indexes:

Code sections:

Attachments: 1. Staff Report, 2. Resolution 18-93.pdf, 3. CAA MOU 2017 to 2020 FINAL, 4. CAA MOU 2017 to 2020 in track changes, 5. Salary Range and Classification Plan Effective 09/09/2018, 6. Salary Range and Classification Plan Effective July 2019

Date	Ver.	Action By	Action	Result
9/4/2018	2	Board of Supervisors	approved	Pass

To: Board of Supervisors

From: Human Resources

SUBJECT:

Memorandum of Understanding between the County of Humboldt and the County Attorney's Association (CAA) 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 County Attorney's Association for Unit 5; and adopt Resolution No. _____ (attached) approving the Memorandum of Understanding between the County and CAA for Unit 5.

SOURCE OF FUNDING:

All County Funds

DISCUSSION:

Representatives of the county and CAA have agreed to the matters set forth in the attached Memorandum of Understanding for Representation Unit No. 5. Major elements provided for in the MOU include the following:

1. Three year term from 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 2 percent (4 salary ranges) effective the first full pay period following Board of Supervisors approval
4. Base wage adjustment of 2 percent (4 salary range) effective the first full pay period in July 2019
5. One-time payment in the amount of \$728 per employee
6. Permission for donations of paid leave in increments of four (4) hours
7. Language to provide full service credit for step increases in the event of a voluntary demotion
8. Wellness Reimbursement Program in an amount up to \$1,000 per employee per year

FINANCIAL IMPACT:

Overall costs to the General Fund for the term of this MOU are approximately \$272,071. Year 1 costs to the General Fund total \$134,060 and are comprised of a 2 percent wage increase, a \$1,000 Wellness Incentive, a onetime payment of \$728 per CAA member and a onetime additional holiday on December 24, 2018. Year two costs to the General Fund total \$107,011 and include a 2 percent wage increase and a \$1,000 Wellness Incentive. Year 3 costs to the General Fund total \$31,000 for a \$1,000 Wellness Incentive.

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, as the parties would be required to resume negotiations.

ATTACHMENTS:

Exhibit A - Memorandum of Understanding between the County of Humboldt and the County Attorney's Association for Unit 5

Attachment A - Salary Range and Classification Summary Effective 8/26/2018

Attachment B - Salary Range and Classification Summary Effective the First Full Pay in July 2019

Exhibit B -- Memorandum of Understanding between the County of Humboldt and the County Attorney's Association for Unit 5 in track changes

Exhibit C - Resolution No. _____ approving the Memorandum of Understanding between the County of Humboldt and the County Attorney's Association

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A