



# Mendocino County

## Legislation Details (With Text)

**File #:** 19-0737 **Version:** 1 **Name:**  
**Type:** Resolution-Agreement **Status:** Agenda Ready  
**File created:** 8/2/2019 **In control:** Human Resources  
**On agenda:** 8/20/2019 **Final action:**  
**Title:** Discussion and Possible Action Including Adoption of Resolution and Approval of Memorandum of Understanding Between the County of Mendocino and the Service Employees' International Union, Local 1021 for the Term of July 1, 2019 through June 30, 2022  
(Sponsors: Executive Office and Human Resources)  
**Sponsors:** Human Resources  
**Indexes:**  
**Code sections:**

**Attachments:** 1. Resolution 19-229, 2. Agreement 19-213, 3. Apdx Ilc TC 5-1-19, 4. Apdx Ilb Benefits 5-1-19, 5. Apdx Ila TMS 5-1-19, 6. Apdx I Results Summary, 7. 0 Total Comp Study Final Report 05 02 19

Date	Ver.	Action By	Action	Result
8/20/2019	1	Board of Supervisors	Adopted and Chair is authorized to sign same;	Pass

**To:** Board of Supervisors

**From:** Human Resources Executive Office

**Meeting Date:** August 20, 2019

**Department Contact:** Carmel J. Angelo

**Phone:** 463-4441

**Department Contact:** Heidi Dunham

**Phone:** 234-6600

**Item Type:** Regular Agenda

**Time Allocated for Item:** 5 mins

### **Agenda Title:**

Discussion and Possible Action Including Adoption of Resolution and Approval of Memorandum of Understanding Between the County of Mendocino and the Service Employees' International Union, Local 1021 for the Term of July 1, 2019 through June 30, 2022  
(Sponsors: Executive Office and Human Resources)

### **Recommended Action/Motion:**

Adopt Resolution and approve Memorandum of Understanding between the County of Mendocino and the Service Employees' International Union, Local 1021 for the term of July 1, 2019 through June 30, 2022; and authorize Chair to sign same.

### **Previous Board/Board Committee Actions:**

On June 20, 2017, the Board adopted Resolution No. 17-084 approving the Memorandum of Understanding between the County of Mendocino and the Service Employees' International Union, Local 1021.

### **Summary of Request:**

The Board of Supervisors' negotiating team met with representatives from the Service Employees' International Union, Local 1021 and have reached agreement regarding the appropriate terms and conditions of employment for the term of July 1, 2019 through June 30, 2022. Attached is a Resolution approving the Memorandum of Understanding (MOU) and the MOU (Attachment A). The proposal includes a market adjustment to bring bargaining unit to 90% of market over a three year period and a 3% Cost of Living increase in each of the three years of the agreement, effective the first full pay period following approval of the MOU.

**Alternative Action/Motion:**

Return item to staff with further direction.

**Supervisory District:** All

**vote requirement:** Majority

**Supplemental Information Available Online At:** N/A

**Fiscal Details:**

**source of funding:** General Fund

**current f/y cost:** Salary \$989,570; Benefits \$742,177  
over 21 pay periods

**annual recurring cost:** \$2,144,068 + additional market  
adjustments and cost of living increases in years two and  
three

**budgeted in current f/y:** No

**if no, please describe:**

**revenue agreement:** No

**budget clarification:** During the final budget process, the Board of Supervisors allocated \$5 million toward  
labor / salary increases

**Agreement/Resolution/Ordinance Approved by County Counsel:** Yes

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**CEO Liaison:** Janelle Rau, Deputy CEO

**CEO Review:** Yes

**CEO Comments:**

**FOR COB USE ONLY**

Executed By: Karla Van Hagen, Senior Deputy Clerk

Date: August 21, 2019

Final Status: **Adopted**

Executed Item Numbers: Resolution 19-229 and



Agreement 19-213

**Note to Department** Number of Original Agreements  
Returned to Dept: 2 Original Agreement Delivered to Auditor?  
Yes