



Mendocino County

Legislation Details (With Text)

File #: 19-0827 **Version:** 1 **Name:**

Type: Resolution **Status:** Approved

File created: 9/2/2019 **In control:** Human Resources

On agenda: 12/10/2019 **Final action:** 12/10/2019

Title: Discussion and Possible Action Including Adoption of Resolution and Approval of Memorandum of Understanding with the Mendocino County Department Head Association for the Term of September 1, 2019 through August 31, 2022
(Sponsors: Executive Office and Human Resources)

Sponsors: Human Resources

Indexes:

Code sections:

Attachments: 1. Resolution 19-398, 2. Agreement 19-267, 3. 12.9.19 All EEs Subject to DH MOU 3 yr Projections, 4. UPDATED - 12.9.19 All EEs Subject to DH MOU 3 yr Projections updated 12.pdf

Date	Ver.	Action By	Action	Result
12/10/2019	1	Board of Supervisors	Adopted and Chair is authorized to sign same;	Pass

To: Board of Supervisors

From: Executive Office and Human Resources

Meeting Date: December 10, 2019

Department Contact: Carmel J. Angelo

Phone: 463-4441

Department Contact: Cherie Johnson

Phone: 234-6600

Item Type: Regular Agenda

Time Allocated for Item: 5 minutes

Agenda Title:

Discussion and Possible Action Including Adoption of Resolution and Approval of Memorandum of Understanding with the Mendocino County Department Head Association for the Term of September 1, 2019 through August 31, 2022
(Sponsors: Executive Office and Human Resources)

Recommended Action/Motion:

Adopt Resolution and approve Memorandum of Understanding with the Mendocino County Department Head Association for the term of September 1, 2019 through August 21, 2022; and authorize Chair to sign same.

Previous Board/Board Committee Actions:

On August 1, 2017, the Board adopted Resolution No. 17-076 approving the Memorandum of Understanding between the County of Mendocino and the Mendocino County Department Head Association.

Summary of Request:

The Board of Supervisors' negotiating team has met with representative(s) from the Mendocino county

Department Head Association and have reached agreement regarding the appropriate terms and conditions of employment for the term of September 1, 2019 through August 31, 2022. Attached is a Resolution approving the Memorandum of Understanding (MOU) and the MOU (Attachment A). The proposal includes market adjustment to bring bargaining unit to 90% of market or 95% of market if in budget units 0327, 2090, 5010 and 5020 (for positions that don't exist in other budget units) over a three year period and a 3% Cost of Living increase each of the three years of the agreement, effective the first full pay period following the approval of the MOU.

Alternative Action/Motion:

Return to staff with further direction

Supervisory District: All

vote requirement: Majority

Supplemental Information Available Online At: N/A

Fiscal Details:

source of funding: County General Fund

current f/y cost: \$417,000

annual recurring cost: Additional market adjustments and cost of living increases in years two and three

budgeted in current f/y: Yes

if no, please describe:

revenue agreement: No

budget clarification: \$5 million Board allocation for salary increases. Fiscal Year cost and annual recurring costs includes amount for unrepresented employees and elected officials due to salary and benefits linked to Department Head MOU

Agreement/Resolution/Ordinance Approved by County Counsel: Yes

CEO Liaison: Janelle Rau, Deputy CEO

CEO Review: Yes

CEO Comments:

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Executed By: Lindsey Dunham, Deputy Clerk I

Date: December 17, 2019

Final Status: **Adopted**

Executed Item Number: **Resolution** Number: 19-398 and **Agreement** 19-267

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

