

COUNTY OF SONOMA AGENDA ITEM SUMMARY REPORT			Clerk of the Board Use Only Meeting Date Held Until ___/___/___ ___/___/___	
			Agenda Item No: Agenda Item No: _____ _____	
Department: Human Resources			() 4/5 Vote Required	
Contact: Ann Goodrich	Phone: (707) 565-2875	Board Date: 9/1/09	Deadline for Board Action:	
Agenda Short Title: Memorandum of Understanding between the County of Sonoma and the Service Employees' International Union 1021 (SEIU), Bargaining Units 1, 5, 10, 25, 80, and 95.				
Requested Board Action: Adopt Concurrent Resolution approving Memorandum of Understanding between the County of Sonoma and the SEIU for the period of September 1, 2009 – August 31, 2010.				
CURRENT FISCAL YEAR FINANCIAL IMPACT				
<u>Expenditures</u>			<u>Add'l Funds Requiring Board Approval</u>	
Estimated Cost	\$	280,599	Contingencies	\$
			(Fund Name:)	
Amount Budgeted	\$		Unanticipated Revenue	\$
			(Source:)	
Other Avail Approp (Explain below)	\$	_____	Other Transfer(s)	\$
			(Source:)	_____
Additional Requested:	\$		Add'l Funds Requested:	\$
Explanation (if required): The annual cost (including salary related benefit costs) is estimated at \$147,951 (does not include non-reoccurring additional medical contribution for fiscal year 09/10 estimated to be \$224,159).				
Prior Board Action(s): Memorandum of Understanding adopted by the Board on July 23, 2002, Resolution No: 02-0665, Implemented Terms and Conditions of Employment adopted by the Board on November 4, 2008, Resolution No:08-0946.				
Alternatives – Results of Non-Approval: The changed salaries, terms and conditions of employment will not be adopted and employees represented by SEIU will continue to operate under the terms of the expired MOU and the Terms and Conditions of Employment Implemented on November 4, 2008.				

Background:

Representatives of the County and of the SEIU have met and conferred and tentatively agreed regarding the terms and conditions of employment of a successor Memorandum of Understanding (MOU) effective September 1, 2009, contingent upon Board approval. The SEIU is in the process of ratifying these tentative agreements and will notify the County by August 31, 2009 if their membership has voted to approve this MOU and will sign the tentative agreement prior to your board action on September 1, 2009. If that does not occur this agenda item will be withdrawn.

The following is a brief summary of the major changes of the recommended MOU:

1. Term: The term of the MOU is September 1, 2009 – August 31, 2010.

2. Salaries:

- Effective February 23, 2010, (six months after adoption of this MOU by the Board, and beginning with the closest full pay period), base salaries of classifications that are more than 5% below the salary only market average, based on the County's 2009 total compensation survey, will be increased to 95% of the average maximum monthly salary for each related classification. There are 27 classifications impacted. Those classes and the percentage being received are listed in Attachment A, page 9.
- An internal equity adjustment to the Bridge Supervisor maintaining the same differential over the Senior Bridge Worker as the Maintenance Supervisor is over Maintenance Worker III.
- There shall be no cost-of-living adjustment during the term of this MOU.

3. One Time County Contribution:

Beginning the first full pay period after Board adoption through, May 31, 2010 only, in addition to the amount of the County's current active employee medical contribution, the County will make an additional active medical contribution of \$206.98 each pay period on behalf of full time members of the SEIU bargaining group enrolled as of August 17, 2009, with Employee plus two or more dependents only in the County's Health Plan #2, #3, or Pacific Care Health Plan only. This amount will be pro rated for part time employees if applicable.

The agreement also incorporates the provisions of the Terms and Conditions of Employment that were implemented effective November 4, 2008 including the following:

- Hourly Cash Allowance
- Medical Insurance for Active Employees

Attachments: Concurrent Resolution

On File With Clerk: Tentative Agreement (Attachment A), Appendix A, Appendix B

CLERK OF THE BOARD USE ONLY

Board Action (If other than "Requested")

Vote:

Background (continued):

- Medical Benefits for Future Retirees Hired Before January 1, 2009
- Retiree Medical Benefits for Future Employees Hired On or After January 1, 2009
- Elimination of Dual Medical Coverage

Cost

The Fiscal Year 09-10 cost to implement this proposal is estimated to be \$280,599 (all funds), of which approximately \$11,676 is attributed to the County's increased retirement contributions. The annualized costs are estimated at \$147,951 (all funds) of which approximately \$30,606 are the County's increased retirement contributions (does not include non-reoccurring additional medical contribution for fiscal year 09/10 estimated to be \$224,159).

Recommendation

Adopt Concurrent Resolution approving Memorandum of Understanding between the County of Sonoma and the SEIU for the period of September 1, 2009 – August 31, 2010.