

MONTEREY COUNTY BOARD OF SUPERVISORS

MEETING: November 15, 2011 – Consent	AGENDA NO.:
SUBJECT: Approve the four Memoranda of Understanding (MOU) for Service Employee International Union (SEIU) Local 521 Unit F (Supervisory Employees), Unit H (Health Care Employees), Unit J (General Employees) and Unit K (Social Services) for July 1, 2011 through June 30, 2013.	
DEPARTMENT: County Administrative Office – Human Resources Division	

RECOMMENDATION:

It is recommended that the Board of Supervisors approve the four Memoranda of Understanding (MOU) for Service Employee International Union (SEIU) Local 521 Unit F (Supervisory Employees), Unit H (Health Care Employees), Unit J (General Employees) and Unit K (Social Services) for the period July 1, 2011 through June 30, 2013.

SUMMARY/ DISCUSSION:

On Thursday July 7, 2011, SEIU Local 521 Unit F, H, J and K ratified a tentative agreement with the County of Monterey. The terms and conditions of the tentative agreements were combined with the existing MOUs and are now submitted for approval.

The SEIU Local 521 Unit F, H, J and K MOUs provide for employee contributions to CalPERS, an annual Winter Recess of four (4) days in both 2011 and 2012 and other changes to wages and benefits.

OTHER AGENCY INVOLVEMENT:

The SEIU Local 521 Unit F (Supervisory Employees), Unit H (Health Care Employees), Unit J (General Employees) and Unit K (Social Services) members and staff contributed to the development of these MOUs as presented.

FINANCING:

The combined cost savings of the SEIU MOUs for FY 11/12 is \$2,767,390 and for FY 12/13 is estimated at \$3,874,346. The Board of Supervisors took action on July 12, 2011 to use a portion of these savings to restore SEIU Local 521 positions. The estimated value of each four-day annual Winter Recess is \$2,024,454 (lost production cost.) Although the winter recess may increase compensated absences liabilities, it will not result in immediate budget impacts for most departments but some 24/7 operation departments may experience increased overtime expenditures.

Prepared by:

Approved by:

Brette Neal
Senior Personnel Analyst

Keith Honda
Assistant County Administrative Officer

Date: November 10, 2011

Att: MOU for F, H, J, K; order

cc: Joel Hill, SEIU Local 521