



Napa County
Board Agenda Letter

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Board of Supervisors

Agenda Date: 7/13/2021

File ID #: 21-647

TO: Board of Supervisors
FROM: Christine Briceno - Director of Human Resources
REPORT BY: Christine Briceno - Director of Human Resources
SUBJECT: Resolution Approving the PSE and PSE Supervisory Memoranda of Understanding 2021-2022, including Salary Adjustments

RECOMMENDATION

Director of Human Resources requests adoption of a resolution approving the Side Letter Roll Over Agreement to the Memoranda of Understanding (MOU) extending the terms of the original MOU through June 30, 2022, which includes base wage salary adjustments for PSE and PSE Supervisory Units and Management employees, including Department Heads and Confidential employees whose salaries have not been Y-rated, effective the first pay period of Fiscal Year 2021-2022, and a \$1,500 lump sum payment to all eligible employees.

EXECUTIVE SUMMARY

County and Union bargaining teams reached tentative agreements on the terms of a Side Letter to extend the terms of the current Memoranda of Understanding (MOU) through the end of the 2021-2022 fiscal year. The Union ratified the agreement on Monday, June 21, 2021. The Side Letter incorporates the tentative agreements reached, and includes a base wage salary adjustment, and a one-time lump sum payment highlighted in the background of this item.

This Side Letter Agreement (Exhibit A) was signed by County and Union members and is presented for formal approval by the Board of Supervisors.

FISCAL & STRATEGIC PLAN IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	No
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	There is no obligation for the Board to approve this action, however, the County and the Union bargained in good faith, and reached the agreements within the authority granted by the Board.
Is the general fund affected?	Yes
Future fiscal impact:	The cost of the agreements included in this Side Letter are approximately \$8.5 million. This amount was not included in the Fiscal Year 2021-2022 budget previously approved by the Board. As is the County's general practice, departments will be asked to try and absorb the salary adjustment within their approved budgets through salary or other savings. If a department is unable to fully cover this adjustment within their existing budget, adjustments will be made as necessary at mid-year through transfer from Appropriation for Contingencies.
Consequences if not approved:	The County would be required to go back to the table to continue negotiations with the Union.
County Strategic Plan pillar addressed:	Effective and Open Government

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: General Rule. It can be seen with certainty that there is no possibility the proposed action may have a significant effect on the environment and therefore CEQA is not applicable [See Guidelines For the Implementation of the California Environmental Quality Act, 14 CCR 15061(b)(3)].

BACKGROUND AND DISCUSSION

The County and Union previously negotiated a Side Letter and Rollover Extension through June 30, 2021, approved by the Board of Supervisors on May 5, 2020. The Parties determined that it would be in their mutual interests to extend the term of the current Memorandum of Understanding (MOU) further. This agreement extends the MOU for an additional fiscal year, with a cost of living adjustment to base wages of four percent (4%), and a one-time lump sum payment of \$1,500. All other provisions within remain status quo.

The Union ratified the agreement on Monday, June 21, 2021, and the Board of Supervisors publically approved this agreement at the June 22, 2021 meeting. This item requests formal approval of the terms in the Side Letter (Exhibit A).

Therefore, the Director of Human Resources requests adoption of a Resolution approving base wage salary adjustments for PSE and PSE Supervisory Units and Management employees, including Department Heads and Confidential employees whose salaries have not been Y-rated, effective the first pay period of Fiscal Year 2021-2022, and a \$1,500 lump sum payment to all eligible employees.

SUPPORTING DOCUMENTS

Resolution

Side Letter

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