



Agenda Submittal

Agenda #: 11 **Status:** Consent Calendar
Type: Miscellaneous **Department:** Human Resources
File #: 19-142 **Contact:** Marc Fox, 784-2552
Agenda date: 2/26/2019 **Final action:** 2/26/2019
Title: Adopt the Amendment to the Memorandum of Understanding ("MOU") aligning the Agricultural Biologist/Weights and Measures Inspectors classification series pay with that of the Environmental Health Specialist series
Governing body: Board of Supervisors
District: All
Attachments: 1. A - Amendment, 2. Adopted Amendment, 3. Minute Order

Date	Ver.	Action By	Action	Result
2/26/2019	1	Board of Supervisors	Adopted	

Published Notice Required? Yes ☐ No ☒
Public Hearing Required? Yes ☐ No ☒

DEPARTMENTAL RECOMMENDATION:

It is recommended that the Board adopt the Amendment to the Memorandum of Understanding ("MOU") aligning the Agricultural Biologist/Weights and Measures Inspectors classification series pay with that of the Environmental Health Specialist series.

SUMMARY:

Over a period of three years (July 14, 2019 to July 11, 2021) the respective classifications in Agricultural Biologist/Weights and Measures Inspectors classification series will rise to be equal to the equivalent classification in the Environmental Health Specialist classification series. Specifically, by July 11, 2021 the Agricultural Biologist/Weights and Measures (Trainee) will have the same base pay as the Environmental Health Specialist (Entry); the Agricultural Biologist/Weights and Measures Inspector the same base pay as the Environmental Health Specialist (Journey); and the Agricultural Biologist/Weights and Measures Inspector (Senior) and Environmental Health Specialist (Senior). The increase represents a wage increase of approximately 8.1% increase in FY2019/20; approximately 8.1% increase in FY2020/21; and approximately 8.14% in FY2021/22.

FINANCIAL IMPACT:

The estimated implementation costs for FY2019/20 is \$177,132, of which \$83,252 is recovered through state revenues (unclaimed gas tax, pesticide mill, and state contracts) and the remaining \$93,880 is an increased General Fund cost. For FY2020/21, the estimated cost is \$163,047, of which \$76,632 is recovered through state revenues and the remaining \$86,415 is an increased General Fund cost. For FY2021/22, the estimated cost is \$178,027, of which \$83,672 is recovered through state revenues and the remaining \$94,355 is an increased General fund cost.

DISCUSSION:

The County noticed employees in the Agricultural Biologist/Weights and Measures Inspectors series leaving for employment in the environmental health field. The classifications in the Agricultural Biologist/Weights and Measures Inspector series and the Environmental Health Inspector series have similar minimum qualifications and requirements for advancement. The County believes that the Amendment to the collective bargaining agreement will address the retention matter of individuals within agricultural positions leaving the County employment in the environmental health field.

The County met and conferred with SEIU Local 1021, which represents employees in bargaining unit #7, on December 3, 2019. After minor modifications to the County's proposal, the Union signed the Amendment on January 30, 2019.

ALTERNATIVES:

The Board could elect to not adopt the Amendment but this is not recommended as the County is attempting to address retention in the Agricultural Department.

OTHER AGENCY INVOLVEMENT:

The County met and conferred with representatives from SEIU Local 1021.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION