



## Agenda Submittal

**Agenda #:** 11 **Status:** Consent Calendar  
**Type:** Miscellaneous **Department:** Human Resources  
**File #:** 19-222 **Contact:** Marc Fox, 784-2552  
**Agenda date:** 3/26/2019 **Final action:** 3/26/2019  
**Title:** Adopt the amendment to the Memorandum of Understanding ("MOU") with the Association of Mid-Management Professions at Solano County (AMMPS), Bargaining Unit 16 - Mid-Management aligning the Deputy Agricultural Biologist/Weights and Measures classification pay with that of the Environmental Health Services Supervisor  
**Governing body:** Board of Supervisors  
**District:** All  
**Attachments:** 1. A - Side Letter, 2. Adopted Amendment, 3. Minute Order

| Date      | Ver. | Action By            | Action  | Result |
|-----------|------|----------------------|---------|--------|
| 3/26/2019 | 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") with the Association of Mid-Management Professions at Solano County (AMMPS), Bargaining Unit 16 - Mid-Management aligning the Deputy Agricultural Biologist/Sealer Weights and Measures classification pay with that of the Environmental Health Services Supervisor.

### SUMMARY:

Over a period of two years (July 14, 2019 to July 12, 2020) the pay for Deputy Agricultural Biologist/Sealer of Weights and Measures will rise to be equal to that of the Environmental Health Specialist Supervisor. Specifically, on July 12, 2020, the pay of the Deputy Agricultural Biologist/Sealer of Weights and Measures will be equal to that of Environmental Health Services Supervisor. The alignment represents an increase of approximately 9.74% over a two-year period.

### FINANCIAL IMPACT:

The estimated implementation costs for FY2019/20 is \$52,469.16, of which \$24,660.50 is recovered through state revenues (unclaimed gas tax, pesticide mill, and state contracts) and the remaining \$27,808.69 is an increased General Fund cost. For FY2020/21, the estimated cost is \$48,352.43, of which \$22,725.64 is recovered through state revenues and the remaining \$25,626.79 is an increased General Fund cost.

### DISCUSSION:

Adoption of this MOU amendment is for the completion of Board actions required to align Deputy Agricultural Biologist/Weights and Measures classification pay with that of the Environmental Health Services Supervisor classification. On February 20, 2019, the Board approved the alignment of the Agriculture Biologist/Weights and Measures Inspector series with the corresponding Environmental Health Inspector classifications. This

proposed amendment to the Deputy Agricultural Commissioner/Sealer Weights and Measures provides the same alignment for this supervisory classification which is represented by a different bargaining unit then that of the inspector.

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 amendments to the collective bargaining agreements will address the retention matter of individuals within agricultural positions leaving County employment for positions in the environmental health field.

The County met and conferred with the Solano HSS Association of Professional Employees (SHAPE) on three occasions and reached agreement with the Association on February 26, 2019.

**ALTERNATIVES:**

The Board could elect to not adopt the amendment to the MOU 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**