



A Tradition of Stewardship
A Commitment to Service

Agenda Date: 5/5/2020
Agenda Placement: 6W

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Karen Taylor - Director
Human Resources
REPORT BY: Karen Taylor, DIRECTOR OF HUMAN RESOURCES - 253-4490
SUBJECT: Resolution Approving Agreement to amend SEIU PSE and PSE Supervisory Memoranda Of Understanding

RECOMMENDATION

Director of Human Resources requests adoption of a resolution approving Side Letter Agreement to amend the Memoranda of Understanding with the Public Service Employee (PSE) and Public Service Employee-Supervisory (PSE Supervisory) Units, NAPE - SEIU Local 1021 to extend the term to July 1, 2021 with no cost of living increase.

EXECUTIVE SUMMARY

The County and Union bargaining teams entered into a Side Letter Agreement extending the term of the current Memoranda Of Understandings for an additional fiscal year from July 1, 2020 through June 30, 2021 for the Service Employees Internal Union (SEIU) Public Service Employee (PSE) and PSE-Supervisory employees. This tentative Side Letter agreement was signed by County and Union members on April 27, 2020 and is presented for acceptance by the Board.

FISCAL & STRATEGIC PLAN IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Costs will include existing provisions within the MOU for employee step increases, specialty pays and Health and Pension benefits.
Is it Mandatory or Discretionary?	Discretionary

Discretionary Justification:	The adoption of the extension of the two Memoranda of Understandings (MOU) is the final action in the overall negotiations process.
Is the general fund affected?	Yes
Future fiscal impact:	The two MOU's will expire June 30, 2020.
Consequences if not approved:	Negotiations would continue.
County Strategic Plan pillar addressed:	Effective and Open Government
Additional Information:	

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

Napa County and the Napa Association of Public Employees (NAPE) represented by Service Employees International Unit (SEIU) Local 1021 initiated negotiations in February 2020 for a Memoranda of Understanding (MOU) to succeed their current MOUs which expires on June 30, 2020. The COVID-19 Public Health Emergency interrupted the Parties' negotiations. The Parties' determined that it would be in their mutual interests to extend the term of the current MOU's for an additional fiscal year from July 1, 2020 to June 30, 2021 with no cost of living increase. The existing provisions within the MOU for employee step increases, specialty pays and Health and Pension benefits remain status quo.

This tentative Side Letter agreement (attached as Supporting Document A) was signed by County and Union members on April 27, 2020 and is presented for acceptance by the Board of Supervisors.

SUPPORTING DOCUMENTS

- A . Resolution
- B . PSE/PSE-SUP Side Letter

CEO Recommendation: Approve

Reviewed By: Helene Franchi