

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF BOARD GOVERNED COUNTY SERVICE AREAS
AND RECORD OF ACTION**

July 9, 2024

FROM

**NOEL CASTILLO, Director, Department of Public Works – Special Districts
LUTHER SNOKE, Chief Executive Office, County Administrative Office**

SUBJECT

Memorandum of Understanding with the International Brotherhood of Electrical Workers Local 47

RECOMMENDATION(S)

Acting as the governing body of the Board Governed County Service Areas, approve the proposed Memorandum of Understanding between the Board Governed County Service Areas and the International Brotherhood of Electrical Workers Local 47 through December 31, 2027. (Presenter: Leonardo Gonzalez, County Labor Relations Chief, 387-5565)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

**Create, Maintain and Grow Jobs and Economic Value in the County.
Improve County Government Operations.
Operate in a Fiscally-Responsible and Business-Like Manner.
Ensure Development of a Well-Planned, Balanced, and Sustainable County.
Provide for the Safety, Health and Social Service Needs of County Residents.**

FINANCIAL IMPACT

Approval of the proposed Memorandum of Understanding (MOU) will not result in the use of Discretionary General Funding (Net County Cost) as the costs of this MOU (both ongoing and one-time) will be funded with revenue from water and sanitation user rates for the various Board Governed County Services Areas (BGCSA) that provide water and sanitation services.

The estimated costs of this MOU, by fiscal year, is reflected in the following table:

| Fiscal Year | Ongoing |
|--------------------|----------------|
| 2024-25 | \$259,348 |
| 2025-26 | \$550,947 |
| 2026-27 | \$710,770 |
| 2027-28 | \$784,994 |
| Ongoing | \$788,397 |

BACKGROUND INFORMATION

Representatives of the BGCSAs, under direction of the Board of Supervisors (Board), met and conferred with representatives of the International Brotherhood of Electrical Workers Local 47 (IBEW) in an effort to reach a successor MOU covering wages, hours, and other terms and

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conditions of employment for employees in the Water and Sanitation Unit (Unit). The parties have reached an agreement on a proposed MOU.

The proposed MOU includes the following:

- Provide a 2% across-the-board wage increase effective October 5, 2024; a 3% across-the-board wage increase effective October 4, 2025; and a 3% across-the-board wage increase effective October 3, 2026.
- Increase the Medical Premium Subsidy for all coverage levels effective July 13, 2024, July 12, 2025, July 11, 2026, and July 10, 2027.
- Increase the BGCSA matching contribution to the deferred compensation plan from 0.5% to 1%, effective the pay period following Board approval.
- Establish a new Longevity Pay tier of 1% at 10 years of service and increase current Longevity Pay tier at 15 years of service to 3%.
- Targeted equity increases for all classifications effective July 13, 2024, and July 12, 2025.
- Increase the Return to Work On-Call compensation from \$3.25 per hour to \$4.00 per hour, effective July 13, 2024.
- Implement BGCSA paid State Disability Insurance for all employees, effective July 13, 2024.
- Increase Evening Shift wage differential from \$1.20 per hour to \$1.35 per hour, effective July 13, 2024.
- Increase Night Shift wage differential from \$1.70 per hour to \$1.85 per hour, effective July 13, 2024.
- Update leave provisions in compliance with changes to California law.
- Incorporate previously approved Side Letter Agreements into the MOU.
- Clean up language throughout the entirety of the MOU.

IBEW has notified the BGCSA that the Unit ratified the proposed MOU. The proposed MOU will, if approved, constitute a successor labor agreement between the BGCSA and the IBEW covering wages, hours, and other terms and conditions of employment for the Unit through December 31, 2027.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Chief Assistant County Counsel, 387-5455) on May 22, 2024; County Administrative Office (Diane Rundles, Assistant Executive Officer, 387-4717) on May 17, 2024; Finance (Jessica Trillo, Administrative Analyst, 387-4020) on May 5, 2024; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on June 10, 2024.

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Record of Action of the Board of Supervisors
Board Governed County Service Areas

APPROVED (CONSENT CALENDAR)

Moved: Joe Baca, Jr. Seconded: Curt Hagman
Ayes: Col. Paul Cook (Ret.), Jesse Armendarez, Dawn Rowe, Curt Hagman, Joe Baca, Jr.

Lynna Monell, CLERK OF THE BOARD

BY 
DATED: July 9, 2024



cc: HR - Gonzalez w/ 2 MOUs
File - Employees/IBEW Local 47 w/ MOU
JLL 07/15/2024