



**Contra
Costa
County**

To: Board of Supervisors
From: Monica Nino, County Administrator
Date: November 9, 2021

Subject: Side Letter to amend MOU with AFSCME, Local 512, Sections 46.6, 46.7 and 51.G

RECOMMENDATION(S):

ADOPT Resolution No. 2021/378 approving a Side Letter between Contra Costa County and the AFSCME, Local 512, adding subsection 46.6 "2021 Additional Contribution to Deferred Compensation Plan," subsection 46.7 "Deferred Compensation Incentive – Engineering Technician Unit" and subsection 51.G "Additional Contribution to Deferred Compensation Plan" to the current Memorandum of Understanding (July 1, 2018 - June 30, 2022).

FISCAL IMPACT:

Pursuant to Memorandum of Understanding (MOU) Section 55 - Non-Healthcare/Non-General Wage Re-Opener, the total annual cost is approximately \$95,000. The cost will be absorbed by the Department.

BACKGROUND:

This side letter amends the Memorandum of Understanding between the County and the Union (July 1, 2016 - June 30, 2022) under Section 46 – Engineering Technician Special Issues to include an additional sub-sections (46.6) and (46.7) providing for the Engineering Technician Unit to become eligible for the

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **11/09/2021** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: November 9, 2021

Monica Nino, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

Contact: David Sanford (925)
655-2070

BACKGROUND: (CONT'D)

Deferred Compensation Incentive option pursuant to the funds referenced in Section 55 – Non-Healthcare/Non-General Wage Re-Opener (incorporated by side letter into the MOU via Resolution No. 2018/576).

This side letter also amends Section 51 – Special Benefits to include an additional sub-section (51.G) providing for a County contribution towards active deferred compensation accounts for employees in the Social Service Staff Specialist Unit, Income Maintenance Unit, and Clerical Supervisory Unit, pursuant to the funds referenced in Section 55 – Non-Healthcare/Non-General Wage Re-Opener (incorporated by side letter into the MOU via Resolution No. 2018/576).

For the 2021 calendar year only, the County shall provide a monthly deferred compensation contribution to eligible employees in the Union who are enrolled in the County's deferred compensation program. Only permanent full-time or permanent part-time employees in a position designated at a minimum of twenty (20) hours per week who have been employed by the County for at least ninety (90) calendar days, will be eligible for the contribution. An employee will be considered enrolled in the County's deferred compensation program as long as they maintain a balance in such an account.

The pro-rata amount for each employee will be determined by dividing \$95,000 by the number of eligible employees across all AFSCME, Local 512 units enrolled in the County's deferred compensation program on November 10, 2021. This contribution amount will be distributed proportionately on a monthly basis, starting with the December 10, 2021 pay date.

Beginning in 2022, the pro-rata amount for each employee in the Income Maintenance Program Unit, Social Services Staff Specialist Unit, and Supervisory Clerical Unit will be determined by dividing \$65,000 by the number of eligible employees enrolled in the County's deferred compensation program on January 1 in those units. Individual contributions are to be distributed on a monthly basis among all eligible employees starting with the following February 10 pay date through the following January 10 pay date. The parties acknowledge that the amount of each employee's pro-rata share is subject to change from year to year as the amount will be wholly dependent on the number of employees enrolled in the deferred compensation program at the time. For all subsequent years, the pro-rata amount for eligible employees in the Income Maintenance Program Unit, Social Services Staff Specialist Unit, and Supervisory Clerical Unit, will be approximately \$65,000 for the Additional Contribution to Deferred Compensation under this section.

Beginning in 2022, employees in the Engineering Technician Unit will become eligible for a monthly \$75 County deferred compensation contribution, currently available to all other units in the Union. Eligibility will be based on meeting the qualifying base amount

in the deferred compensation account and the minimum monthly employee contribution amount. These amounts are dependent on the employees' monthly salary.

The terms of this Side Letter are effective in the calendar year in which the Side Letter is executed and will be incorporated into the next MOU between the County and the Union. The Parties agree that this Side Letter resolves all re-opener negotiations related to Section 55 – Non-Healthcare/Non-General Wage Re-opener for AFSCME, Local 512. Except as specifically amended or excluded by this Side Letter, all other terms and conditions of the MOU between Contra Costa County and AFSCME, Local 512 (July 1, 2016 -June 30, 2022) remain unchanged by this Side Letter.

CONSEQUENCE OF NEGATIVE ACTION:

Section 55 of the MOU will remain open.

ATTACHMENTS

Resolution 2021/378

AFSCME 512 Side Letter 10-27-2021