



# County of Monterey

Board of Supervisors  
Chambers  
168 W. Alisal St., 1st Floor  
Salinas, CA 93901

## Board Report

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**File #:** A 13-072, **Version:** 2

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Approve the Memorandum of Understanding (MOU) for Registered Nurses Unit S for July 1, 2012 through December 31, 2013. (REVISED VIA CORRECTIONS)

### **RECOMMENDATION:**

It is recommended that the Board of Supervisors approve the Memorandum of Understanding (MOU) between Monterey County Registered Nurses Association Unit S and the County of Monterey covering the time period of July 1, 2012 through December 31, 2013.

### **SUMMARY:**

The MOU has been finalized between Monterey County ~~Resisted~~ Registered Nurses Association (MCRNA) Unit S and the County of Monterey and is submitted for approval by the Board of Supervisors. The MOU covers the period from July 1, 2012 through December 31, 2013.

### **DISCUSSION:**

On Thursday, April 4, 2013, MCRNA, representing the Registered Nurses of Monterey County, ratified a MOU between the County of Monterey and MCRNA. The negotiated terms and conditions were rolled into the existing contract that is now submitted for approval.

The Unit S MOU provides for rolling their existing floating holiday and education differential for advanced degrees into the base salary of unit members, providing certification pay for unit members who obtain and maintain specific certifications, a one-time signing rebate, the addition of a Sick Leave Bonus, revisions to existing benefits such as the Professional Development Stipend, the vacation accrual tiers and the vacation/Paid Time Off buy-back provision. The Unit S MOU also eliminates the education differential pay for advanced degrees for all new hires, removes the inclusion of the Paid Time Off-Sick Leave from the overtime calculation and adds language to codify the Public Employees' Pension Reform Act savings.

### **OTHER AGENCY INVOLVEMENT:**

Management at Natividad Medical Center, the Health Department and Monterey County ~~Resisted~~ Registered Nurses Association contributed to the development of this MOU as presented.

### **FINANCING:**

All modifications to the MOU have resulted in what we believe will be a neutral cost to the County for FY 13/14.

Prepared by:

Approved by:

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Brette Neal  
Senior Personnel Analyst

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James E. May  
Director of Human Resources

Date: May 7, 2013

Attachment: MOU for Unit S

cc: Lew Bauman, County Administrative Officer  
Ray Bullick, Director of Health Department  
Harry Weiss, CEO of Natividad Medical Center  
Jan Holmes, Deputy County Counsel  
Larry Katz, Monterey County Registered Nurses' Association