



# County of Monterey

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

## Board Report

---

**File #:** A 20-046, **Version:** 1

---

Approve the Memorandum of Understanding (MOU) for Service Employee International Union (SEIU) Units F, H, J and K for the period July 1, 2019 through June 30, 2021.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Approve the Memorandum of Understanding (MOU) for Service Employee International Union (SEIU) Units F, H, J and K for the period July 1, 2019 through June 30, 2021.

SUMMARY/DISCUSSION:

On September 10, 2019, SEIU Units F, H, J and K ratified a Tentative Agreement (TA) with the County of Monterey. The TA was considered and approved by the Board of Supervisors also on September 10, 2019 in closed session. The full MOU is presented for formal approval action today.

The SEIU Units F, H, J and K MOU provides for changes to wages and benefits as presented.

OTHER AGENCY INVOLVEMENT:

SEIU Units F, H, J and K members and County of Monterey staff contributed to the development of the MOU as presented.

FINANCING:

The increased annualized ongoing cost for all funds for the SEIU Agreement is \$4,941,782 in year one and \$7,571,072 in year two of the contract term. Departments will absorb the annualized cost in their respective budgets. Impacts beyond FY 2019-20 will be addressed during the budget process.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Check the related Board of Supervisors Strategic Initiative(s):

- Economic Development - Through collaboration, strengthen economic development to ensure a diversified and healthy economy.
- Administration - Promote an organization that practices efficient and effective resource management and is recognized for responsiveness, strong customer orientation, accountability and transparency.
- Health & Human Services - Improve health and quality of life through County supported policies, programs, and services; promoting access to equitable opportunities for health choices and healthy environments in collaboration with communities.
- Infrastructure - Plan and develop a sustainable, physical infrastructure that improves the quality of life for County residents and supports economic development results.
- Public Safety - Create a safe environment for people to achieve their potential, leading business and communities to thrive and grow by reducing violent crimes as well as crimes in general.

Prepared by: Ariana Hurtado, Senior Personnel Analyst, 784-5638

Approved by: Irma Ramirez-Bough, Director of Human Resources, 755-5043

Attachments:

SEIU MOU 7-1-19\_6-30-21 Final on file with the Clerk of the Board  
SEIU MOU 7-1-19\_6-30-21 Redline on file with the Clerk of the Board

cc: Charles J. McKee, County Administrative Officer  
Irma Ramirez-Bough, Director of Human Resources  
Kim Moore, Assistant Director of Human Resources  
Miesha Brown, SEIU Local 521