



# County of Monterey

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

## Legislation Details (With Board Report)

<b>File #:</b>	18-276	<b>Name:</b>	Unit R MOU
<b>Type:</b>	General Agenda Item	<b>Status:</b>	Consent Agenda
<b>File created:</b>	3/15/2018	<b>In control:</b>	Board of Supervisors
<b>On agenda:</b>	4/3/2018	<b>Final action:</b>	
<b>Title:</b>	Approve the Memorandum of Understanding (MOU) for the Service Employee International Union (SEIU) Local 521 Resident Physicians Unit R for the period January 1, 2018 through December 31, 2020.		
<b>Sponsors:</b>			
<b>Indexes:</b>			
<b>Code sections:</b>			
<b>Attachments:</b>	1. Board Report, 2. Unit R MOU (redline), 3. Unit R MOU (clean), 4. Unit R Negotiations summary, 5. Completed Board Order		

Date	Ver.	Action By	Action	Result
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Approve the Memorandum of Understanding (MOU) for the Service Employee International Union (SEIU) Local 521 Resident Physicians Unit R for the period January 1, 2018 through December 31, 2020.

### RECOMMENDATION:

It is recommended that the Board of Supervisors:

Approve the Memorandum of Understanding (MOU) for the Service Employee International Union (SEIU) Local 521 Resident Physicians Unit R for the period January 1, 2018 through December 31, 2020.

### SUMMARY/DISCUSSION:

On March 8, 2018, the SEIU Local 521 Resident Physicians Unit R ratified a Tentative Agreement (TA) with the County of Monterey. The TA was considered and approved by the Board of Supervisors on March 13, 2018; the full MOU was developed with members of the SEIU Local 521 Resident Physicians Unit R and is presented for formal approval action today.

The SEIU Local 521 Resident Physicians Unit R MOU provides for changes to wages and benefits as presented.

### OTHER AGENCY INVOLVEMENT:

The SEIU Local 521 Resident Physicians Unit R members and County of Monterey staff contributed to the development of the MOU as presented.

### FINANCING:

The Board of Supervisor previously authorized the financial terms through the TA on March 13, 2018. The estimated incremental increased annualized ongoing cost for the SEIU Resident Physician TA is \$192,565 in Fiscal Year 2017-18. Natividad Medical Center has incorporated these costs into their annual budget submissions.

### BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The approval of this MOU by the Board of Supervisors will assist in recruiting and retaining a diverse and

talented workforce to support the mission of Monterey County.

☐ Economic Development  
☒ Administration  
☐ Health & Human Services  
☐ Infrastructure  
☐ Public Safety

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Approved by: Irma Ramirez-Bough, Director of Human Resources, 831-755-5043

Attachments:

Redline Resident Physician's MOU 1-1-18 through 12-31-20  
Final Resident Physician's MOU 1-1-18 through 12-31-20  
Resident Physician's Negotiations Summary 2017