



County of Monterey

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

Board Report

File #: 18-276, **Version:** 1

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