



Agenda Submittal

Agenda #: **Status:** Approved

Type: Resolution **Department:** Human Resources

File #: 17-846 **Contact:** Marc Fox, 784-2552

Agenda date: 11/14/2017 **Final action:** 11/14/2017

Title: Adopt a resolution approving a collective bargaining agreement between Solano County and Teamsters, Local 150, representing Unit 1

Governing body: Board of Supervisors

District:

Attachments: 1. Resolution, 2. Adopted Resolution, 3. UNIT 1 MOU - 2017-2019, 4. Minute Order

Date	Ver.	Action By	Action	Result
11/14/2017	1	Board of Supervisors	Adopted	

Published Notice Required? Yes ___ No X
 Public Hearing Required? Yes ___ No X

DEPARTMENTAL RECOMMENDATION:

The Department of Human Resources recommends that the Board of Supervisors adopt a resolution approving a successor bargaining agreement between Solano County and Unit 1 - Attorneys, represented by Teamsters, Local 150.

SUMMARY:

The County and Teamsters, Local 150 (Teamsters) have an existing collective bargaining agreement which expired on September 29, 2017. Representatives from the County and Teamsters have met and conferred in good faith regarding the terms for a successor collective bargaining agreement. The County and Teamsters reached a total tentative agreement for a successor collective bargaining agreement, for the term through November 4, 2019. The employees represented by Teamsters have ratified the terms of the successor collective bargaining agreement and the final step is the Board of Supervisors' approval.

FINANCIAL IMPACT:

Adoption of the new collective bargaining agreement for Unit 1 is projected to increase payroll costs by a total of \$2,576,669 during the term of the agreement (effective November 5, 2017) through November 4, 2019. Of this total increased cost, \$506,319 is during Fiscal Year 2017/18, \$1,439,549 is during Fiscal Year 2018/19, and \$630,801 is during Fiscal Year 2019/20 (through October 23, 2019).

DISCUSSION:

Representatives of the County and Teamsters have met and conferred in good faith on a collective bargaining agreement regarding wages, hours and other terms and conditions of employment.

The parties have agreed on the following changes:

1. **TERM OF THE AGREEMENT:** The collective bargaining agreement will be effective November 5, 2017 (the beginning of the pay period which includes the Board of Supervisors' adoption) through November 4, 2019 (two years).
2. **WAGES:** During Fiscal Year 2017/18 employees receive a 4% wage increase effective the beginning of the pay period which includes the Board's adoption of the collective bargaining agreement. Effective twenty-six pay periods later, employees receive a 2.15% equity adjustment to modify the internal alignment of attorney classifications. Effective with pay period 25 of 2018 (presently payable on December 7, 2018), all active employees shall receive a one-time lump sum payment equivalent to eight hours of base pay, with said payment not subject to CalPERS reporting of benefits.
3. **HEALTH INSURANCE/CAFETERIA PLAN:** The County receives health insurance through CalPERS' Public Employees' Medical and Hospital Care Act (PEMHCA, or PERS Health Program). The County's maximum premium contribution for health insurance/cafeteria plan is set at 75% of the 2017, 2018 and 2019 Kaiser Bay Area family rates respectively. In addition, the pay period following Board adoption, employees who elect family coverage, shall receive an additional \$50 per month.
4. **OTHER ITEMS:**
 - Identifies the process by which the Union may present to employees during the New Employee Orientation conducted by Human Resources, in accordance with the provisions of recently enacted legislation.
 - Modifies or clarifies language; eliminating reference to salary grade and referencing pay range.
 - Made a technical correction to the professional allowance while maintaining the existing amount of \$25 per pay period.
 - Amended the military leave of absence by providing 190 hours of paid time off per fiscal year.
 - Provides that Teamsters receives a copy of proposed disciplinary action notices that are given to an employee.
 - Reallocated the other paid holiday for Christmas Eve or New Year's Eve to a floating holiday that can be used during the calendar year.

A copy of the collective bargaining agreement is attached.

ALTERNATIVES:

The Board of Supervisors could elect to not approve the collective bargaining agreement between the County and Teamsters, Local 150 representing Unit 1 - Attorneys; however, this is not recommended as the parties have met and conferred in good faith pursuant to the Meyers-Milias-Brown Act and have reached agreement, and the new agreement was negotiated within the parameters previously provided by the Board to its negotiation team. Additionally, employees within this bargaining unit have ratified the terms of the agreement.

OTHER AGENCY INVOLVEMENT:

Negotiations of the collective bargaining agreement were through a collaborative effort by the County and Teamsters, Local 150.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION