



## Agenda Submittal

**Agenda #:** 10 **Status:** Approved  
**Type:** Resolution **Department:** Human Resources  
**File #:** 18-133 **Contact:** Marc Fox, 784-2552  
**Agenda date:** 3/13/2018 **Final action:** 3/13/2018  
**Title:** Adopt 3 resolutions to: 1) Amend the collective bargaining agreements between the County of Solano and Solano HSS Association of Professional Employees (SHAPE) representing Unit 6 - Health and Social Services Supervisors, Stationary Engineers Local 39 representing Unit 10 - Skilled Craft and Service Maintenance, Solano Probation Peace Officers Association representing Unit 12 - Probation Employees and Unit 15 - Probation Supervisors, and Association of Mid-Management Professionals at Solano County (AMMPS) representing Unit 16 - Mid-Management by amending the 2018 lump sum payment by replacing the eight (8) hours lump sum payment with a flat dollar payment of \$225 and amending Section 14, Holidays, by adding one (1) floating holiday beginning January 1, 2019; 2) Amend, as it relates to Unit 30 - Confidential Employees, the Alphabetical Listing of Classes and Salaries by amending the 2018 lump sum payment by replacing the eight (8) hours lump sum payment with a flat dollar payment of \$225; and 3) Amend the Personnel and Salary Resolution by adding one floating holiday beginning January 1, 2019  
**Governing body:** Board of Supervisors  
**District:** All  
**Attachments:** 1. A - Resolution to Amend MOUs, 2. B - Side Letters, 3. C - Resolution Alphabetical Listing, 4. D - Resolution Amend PSR, 5. Executed Side Letter Agreements, 6. Adopted Resolution to Amend MOUs, 7. Adopted Resolution Alphabetical Listing, 8. Adopted Resolution Amend PSR, 9. Minute Order

Date	Ver.	Action By	Action	Result
3/13/2018	1	Board of Supervisors	Adopted	

Published Notice Required? Yes ☐ No ☒  
Public Hearing Required? Yes ☐ No ☒

### DEPARTMENTAL RECOMMENDATION:

The Director of Human Resources recommends the Board of Supervisors adopt three resolutions to:

- 1) Amend the collective bargaining agreements between the County and SHAPE representing Unit 6 - Health and Social Services Supervisors, with Stationary Engineers Local 39 representing Unit 10 - Skilled Craft and Service Maintenance, with Solano Probation Peace Officers Association representing Unit 12 - Probation Employees and Unit 15 - Probation Supervisors, and with AAMPS representing Unit 16 - Mid-Management by amending from a 2018 lump sum payment of eight (8) hours pay to a flat dollar amount of \$225 (all employees within these bargaining units) and amending Section 14, Holidays, by adding one (1) floating holiday beginning January 1, 2019 (all employees in these bargaining units, except for Group Counselors within Unit 12).
- 2) Amend, as it relates to Unit 30 - Confidential Employees, the Alphabetical Listing of Classes and Salaries by amending from a 2018 lump sum payment of eight (8) hours pay to a flat dollar amount of \$225.
- 3) Amend the Personnel and Salary Resolution Section 14, Holidays, by adding one floating holiday

beginning January 1, 2019.

**SUMMARY/DISCUSSION:**

The proposed amendments substitute the 2018 eight (8) hours lump sum pay with a flat dollar payment of \$225 and amends the benefits schedule by adding one floating holiday.

The County has completed the successor collective bargaining agreement negotiations for all except one bargaining unit. The County's unrepresented employees, including those designated as confidential employees (Unit 30) are not represented by a union or employee association and the Board of Supervisors' bargaining authority includes the ability to provide the same or similar benefits to the County's confidential employees as other non-safety, non-management employees. To that extent, the previously adopted provision of providing eight (8) hours lump sum pay in 2018 would be replaced with a lump sum payment of \$225 and the addition of one floating holiday beginning in 2019, resulting in a total of 14 holidays. However, Group Counselors within Unit 12 already have a total of 15 holidays, as do the County's other 24-hour operations, and will receive the lump sum payment but not an increase to holidays.

**FINANCIAL IMPACT:**

There is no Fiscal Year 2017/18 cost as the proposed amendments occur in Fiscal Year 2018/19. For Fiscal Year 2018/19 the estimated annual cost is \$109,316, of which \$21,175 is for Unit 6, \$27,500 is for Unit 10, \$18,566 is for Unit 12, \$4,125 is for Unit 15, \$25,025 is for Unit 16, and \$12,925 is for Unit 30.

**ALTERNATIVES:**

The Board of Supervisors could opt to not amend the benefits provided to the County's confidential employees, although the changes are within the negotiations authority provided by the Board to County staff.

**OTHER AGENCY INVOLVEMENT:**

The Human Resources Department worked collaboratively with Solano HSS Association of Professional Employees (SHAPE), Stationary Engineers Local 39, Solano Probation Peace Officers Association, and Association of Mid-Management Professionals at Solano County (AMMPS).

**CAO RECOMMENDATION:**

APPROVE DEPARTMENTAL RECOMMENDATION