



Agenda Submittal

Agenda #: 13A **Status:** Adopted
Type: Resolution **Department:** Human Resources
File #: 17-824 **Contact:** Marc Fox, 784-2552
Agenda date: 11/7/2017 **Final action:** 11/7/2017
Title: Adopt a resolution approving a collective bargaining agreement between Solano County and the Solano Probation Peace Officer Association Units 12 and 15
Governing body: Board of Supervisors
District: All
Attachments: 1. A - Resolution, 2. B - Unit 12 MOU 2017-2019, 3. C - Unit 15 MOU 2017-2019, 4. Adopted Resolution, 5. Technical Correction to Unit 12, 6. Technical Correction to Unit 15, 7. Minute Order

Date	Ver.	Action By	Action	Result
11/7/2017	1	Board of Supervisors	Adopted	

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

DEPARTMENTAL RECOMMENDATION:

The Director of Human Resources recommends that the Board of Supervisors adopt a resolution approving a successor collective bargaining agreement between the County and Units 12 and 15, represented by the Solano Probation Peace Officer Association.

SUMMARY:

The County and the Solano Probation Peace Officer Association (SPPOA) for Units 12 and 15 have an existing collective bargaining agreement which expired on September 28, 2017. Representatives from the County and the SPPOA have met and conferred in good faith regarding the terms for a successor collective bargaining agreement. The County and the SPPOA reached a total tentative agreement for a successor collective bargaining agreement, for the term through November 4, 2019. The employees represented by the SPPOA 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 Units 12 and 15 is projected to increase payroll costs by a total of \$2,362,673 during the term of the agreement (effective November 5, 2017) through November 4, 2019. Of this total increased cost, \$516,661 is during Fiscal Year 2017/18, \$1,282,963 is during Fiscal Year 2018/19, and \$563,049 is during Fiscal Year 2019/20 (through November 4, 2019).

DISCUSSION:

Representatives of the County and the SPPOA 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 through November 4, 2019, following both Association ratification and Board approval.
2. **WAGES:** During Fiscal Year 2017/18 employees receive a four percent (4%) wage increase effective the beginning of the pay period following Board adoption of the collective bargaining agreement. Effective with pay period 15 of 2018 (payable on July 20, 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 Association may present to employees during the New Employee Orientation conducted by Human Resources, in accordance with the provisions of recently enacted legislation.
 - Adds clarifying language with respect to merit increase deferral or denial processes.
 - Provides for a one-time lump sum payment of \$50 for employees designated by the Director of Probation to provide training certified by the Board of State and Community Corrections (BSCC).
 - Provides lead officer differential for journey level Group Counselors designated in writing as a "lead officer" to ensure Title 15 coverage requirements.
 - Incorporates previously agreed to side letters of agreement pertaining to military leave and state disability insurance.
 - Increases the amount of hours available for use for family sick leave from 80 hours to 100 hours.
 - Makes minor technical language changes.

A copy of the collective bargaining agreement is available for public review at either the Department of Human Resources or from the Clerk of the Board. Some minor, non-substantive corrections may be made to the collective bargaining agreement by the County and the SPPOA.

ALTERNATIVES:

The Board of Supervisors could elect to not approve the collective bargaining agreement between the County and the Solano Probation Peace Officer Association. 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 the Solano Probation Peace Officer Association.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION