



## Agenda Submittal

**Agenda #:** 4 **Status:** Approved  
**Type:** Resolution **Department:** Human Resources  
**File #:** 18-247 **Contact:** Marc Fox, 784-2552  
**Agenda date:** 4/10/2018 **Final action:** 4/10/2018  
**Title:** Adopt a resolution amending the collective bargaining agreements between the County of Solano and Professional and Technical Engineers Local 21 (Local 21) representing Unit 19 - Executive and Senior Management by amending the 2018 lump sum payment by replacing the eight (8) hours lump payment with a flat dollar payment of two-hundred and twenty-five dollars (\$225) and amending Section 14, Holidays, by adding one (1) floating holiday beginning January 1, 2019  
**Governing body:** Board of Supervisors  
**District:** All  
**Attachments:** 1. A - Resolution, 2. B - Amendment, 3. Adopted Resolution, 4. Executed Amendment, 5. Minute Order

Date	Ver.	Action By	Action	Result
4/10/2018	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 amend the collective bargaining agreement between the County and Local 21 representing Unit 19 - Executive and Senior Management by amending from a 2018 lump sum payment of eight (8) hours pay to a flat dollar amount of two-hundred and twenty-five dollars (\$225) (all employees within this bargaining units) and amending Section 14, Holidays, by adding one (1) floating holiday beginning January 1, 2019.

### SUMMARY:

The proposed amendment substitutes the eight (8) hours lump sum pay with a flat dollar payment of two-hundred and twenty-five dollars (\$225) and amends the benefits schedule by adding one floating holiday in 2019.

### FINANCIAL IMPACT:

There is no FY2017/18 cost as the proposed amendments occur in FY2018/19. For FY2018/19, the estimated annual cost is \$34,141.

### DISCUSSION:

The County has completed the successor collective bargaining negotiations for all except one bargaining unit. Similar amendments to collective bargaining agreements have already been ratified by the Board of Supervisors and the members of Units 6, 16, 10, 12 and 15. 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 (1) floating holiday beginning in 2019.

**ALTERNATIVES:**

The Board of Supervisors could opt not to amend the benefits provided to the County's executive and senior management 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 Professional and Technical Engineers, Local 21, representing Unit 19 - Executive and Senior Management.

**CAO RECOMMENDATION:**

APPROVE DEPARTMENTAL RECOMMENDATION