



Agenda Submittal

Agenda #: 10 **Status:** Consent Calendar
Type: Miscellaneous **Department:** Human Resources
File #: 19-141 **Contact:** Marc Fox, 784-2552
Agenda date: 2/26/2019 **Final action:** 2/26/2019
Title: Adopt the Side Letter Agreement to the collective bargaining agreement between the County of Solano and the Skilled Craft and Service Maintenance Employees, Stationary Engineers Local 39, representing Unit 10, by amending the Department of General Services standby rate and the standby hours
Governing body: Board of Supervisors
District: All
Attachments: 1. A - Side Letter, 2. Minute Order

Date	Ver.	Action By	Action	Result
2/26/2019	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 the Side Letter Agreement between the County of Solano ("County") and the Skilled Craft and Service Maintenance Employees, Stationary Engineers Local 39 ("Union") representing Bargaining Unit #10, by amending the Department of General Services Standby rate and defining the standby hours.

SUMMARY:

In June 2018, the County noticed the Union that the General Services Department ("Department") intended to implement a standby program to allow the Department to more efficiently respond to unplanned emergencies and critical issues impacting County operations in facilities.

The County met and conferred in good faith with the Union resulting in the proposed Side Letter Agreement. The Side Letter Agreement increases the standby rate from \$3 to \$4 per hour on weekdays and the standby rate increases on weekends and holidays from \$4 per hour to \$5 per hour. Additionally, the Side Letter Agreement defines weekends and holidays.

FINANCIAL IMPACT

The cost of increasing the standby rate on weekdays from \$3 to \$4 per hour and from \$4 to \$5 per hour on weekends and holidays is \$14,744 annually.

DISCUSSION:

The Department of General Services does not currently have any employees on standby to respond to emergency service calls from departmental clients. With the implementation of the standby program the Department will now have an employee who will be able to assist County customers and the respond to facility

related problems that occur outside of the Department's business hours.

The Department of General Services will have one employee in the Stationary Engineer series and one Building Trades Mechanic on standby throughout the year to respond critical facility related problems.

The increased standby rates agreed to with Local 39 (representing Unit 10) is consistent with other rates in other Memoranda of Understanding.

ALTERNATIVES:

The Board of Supervisors may choose not to adopt the Side Letter Agreement; however, staff does not recommend this alternative, as the Side Letter Agreement was reached in good faith with the Union.

OTHER AGENCY INVOLVEMENT:

The County met and conferred with the Skilled Craft and Service Maintenance Employees, Stationary Engineers Local 39.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION