



Agenda Submittal

Agenda #: 13 **Status:** Consent Calendar
Type: Resolution **Department:** Human Resources
File #: 19-703 **Contact:** Marc Fox, 784-2552
Agenda date: 9/10/2019 **Final action:** 9/10/2019
Title: Adopt a resolution approving a successor collective bargaining agreement between Solano County and Unit 19 - Executive and Senior Management represented by Professional and Technical Engineers, Local 21
Governing body: Board of Supervisors
District: All
Attachments: 1. A - Resolution, 2. B - Link to MOU, 3. Adopted Resolution, 4. Minute Order

| Date | Ver. | Action By | Action | Result |
|--|------|----------------------|--------|--------|
| 9/10/2019 | 1 | Board of Supervisors | | |
| Published Notice Required? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | | | | |
| Public Hearing Required? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | | | | |

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 Unit 19 - Executive and Senior Management represented by Professional and Technical Engineers, Local 21.

SUMMARY:

The County and Local 21 have an existing collective bargaining agreement which expires on October 5, 2019. Representatives from the County and Local 21 have met and conferred in good faith regarding the terms for the successor collective bargaining agreement. The County and Local 21 reached a total tentative agreement for the successor collective bargaining agreement, for a term through October 21, 2022. The employees represented by Local 21 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 Local 21 is projected to increase payroll costs by a total of \$3,601,363 during the term of the agreement (effective October 6, 2019 through October 21, 2022). Of this total cost, \$400,722 is during Fiscal Year 2019/20, \$734,302 is during Fiscal Year 2020/21, \$1,075,152 is during Fiscal Year 2021/22, and \$1,391,187 is during Fiscal Year 2022/23 (through October 21, 2022).

The costs associated with preparing the agenda item are nominal and absorbed by the department's FY2019/20 Adopted Budget.

DISCUSSION:

Representatives of the County and Local 21 have met and conferred in good faith on the changes to the collective bargaining agreement on 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 October 6, 2019 through October 21, 2022.

2. WAGES: During Fiscal Year 2019/20 employees receive a three percent (3%) wage increase effective October 6, 2019.

During Fiscal Year 2020/21 employees receive a three percent (3%) wage increase effective October 4, 2020.

During Fiscal Year 2021/22 employees receive a two percent (2%) wage increase effective October 3, 2021, a one percent (1%) wage increase effective April 3, 2022, and a one percent (1%) wage increase effective September 4, 2022.

In addition, payable on January 17, 2020, all active employees as of December 29, 2019 will receive a one-time lump sum payment of nine hundred dollars (\$900.00), with said payment not subject to CalPERS reporting of benefits. Part-time employees in this bargaining unit will receive a pro-rata amount based on his/her full-time equivalence.

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 PEMHCA Region 1 Kaiser Permanente family rate for benefits effective for 2020, 2021, and 2022.

4. OTHER PAID HOLIDAYS: Effective January 1, 2020 employees in Bargaining Unit 19 will receive the afternoon of December 24th (Christmas Eve Day) and December 31st (New Year's Eve Day) as paid holidays.

5. OTHER ITEMS:

- Effective July 1, 2020, the County will increase the maximum tuition reimbursement from \$1,100 to \$2,000 per year.
- Incorporated the Personnel & Salary Resolution's (PSR's) management business expense reimbursement of up to \$25 per month into the collective bargaining agreement.
- Increased the maximum vacation accrual bank for an employee with three through nine years of Solano County service from 280 hours to 360 hours.
- Increased the maximum sick leave an employee may use annual for a family member from 80 to 120 hours.
- Agreed to establish a countywide work group to discuss and develop a recommended payment for employees who work at the Emergency Operations Center during the disaster phase of a disaster which lasts more than three full calendar days.
- Conduct a classification study and/or compensation study for Public Authority Administrator, Administrative Services Manager, and specified Health and Social Services Department deputy directors and administrators.
- Meet and confer regarding identification of executive or senior management employees who frequently take after hours calls which require an action for life safety/mission critical and a method of compensation for these individuals.

A copy of the collective bargaining agreement is attached. Some minor, non-substantive corrections were made to the collective bargaining agreement by the County and Local 21.

ALTERNATIVES:

The Board of Supervisors could elect to not adopt the collective bargaining agreement between the County and Local 21. However, this option is not recommended as the parties have met and conferred in good faith pursuant to the Meyers-Miliias-Brown Act and have reached agreement, and the new agreement was negotiated within the parameters previously provided by the Board to the County's negotiating team. Additionally, employees represented by Local 21 have ratified the terms for the collective bargaining agreement.

OTHER AGENCY INVOLVEMENT:

Negotiations of the collective bargaining agreement were through a collaborative effort by the County and Local 21.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION