



## Agenda Submittal

**Agenda #:** 8 **Status:** Consent Calendar  
**Type:** Resolution **Department:** Human Resources  
**File #:** 19-779 **Contact:** Marc Fox, 784-2552  
**Agenda date:** 10/8/2019 **Final action:** 10/8/2019  
**Title:** Adopt a resolution approving a successor collective bargaining agreement between Solano County and Unit 15 - Probation Supervisors represented by Solano Probation Peace Officer Association  
**Governing body:** Board of Supervisors  
**District:** All  
**Attachments:** 1. A - Resolution, 2. B - MOU for Unit 15, 3. Adopted Resolution, 4. Minute Order

Date	Ver.	Action By	Action	Result
10/8/2019	1	Board of Supervisors		

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 Unit 15 - Probation Officers represented by Solano Probation Peace Officer Association.

### **SUMMARY:**

The County and Solano Probation Peace Officer Association have an existing collective bargaining agreement which expires on November 4, 2019. Representatives from the County and Solano Probation Peace Officer Association have met and conferred in good faith regarding the terms for the successor collective bargaining agreement. The County and Solano Probation Peace Officer Association reached a total tentative agreement for the successor collective bargaining agreement, for a term through October 21, 2022. The employees represented by Solano Probation Peace Officer Association 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 Solano Probation Peace Officer Association is projected to increase payroll costs by a total of \$561,450 during the term of the agreement (effective October 6, 2019 through October 21, 2022). Of this total cost, \$63,837 is during Fiscal Year 2019/20, \$112,246 is during Fiscal Year 2020/21, \$166,425 is during Fiscal Year 2021/22, and \$218,942 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 Solano Probation Peace Officer Association 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 November 5, 2019 through October 21, 2022.

2. **WAGES:** During Fiscal Year 2019/20 employees receive a three percent (3%) wage increase effective November 17, 2019.

During Fiscal Year 2020/21 employees receive a three percent (3%) wage increase effective November 15, 2020.

During Fiscal Year 2021/22 employees receive a two percent (2%) wage increase effective November 28, 2021, a one percent (1%) wage increase effective May 29, 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 2019, 2020, 2021, and 2022. In addition, employees who elect employee plus two or more dependents coverage receive an additional \$50 per month.

4. **OTHER PAID HOLIDAYS:** Effective January 1, 2020, employees in Bargaining Unit 15 will receive the afternoon of December 24<sup>th</sup> (Christmas Eve Day) and December 31<sup>st</sup> (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.
- The County has established a Personal Effects Damage Reimbursement Program.
- The County has established a Leave Contribution Program.
- The County has established a Holiday Adjusted Time Program.

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 Solano Probation Peace Officer Association.

**ALTERNATIVES:**

The Board of Supervisors could elect to not adopt the collective bargaining agreement between the County and Solano Probation Peace Officer Association. However, this option 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 the County's negotiating team. Additionally, employees represented by Solano Probation Peace Officer Association 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 Solano Probation Peace Officer Association.

**CAO RECOMMENDATION:**

APPROVE DEPARTMENTAL RECOMMENDATION