



Agenda Submittal

Agenda #: 18 **Status:** Consent Calendar
Type: Resolution **Department:** Human Resources
File #: 19-844 **Contact:** Marc Fox, 784-2552
Agenda date: 11/5/2019 **Final action:** 11/5/2019
Title: Adopt a resolution approving a successor collective bargaining agreement between Solano County and Solano County Law Enforcement Management Association representing Unit 17 - Law Enforcement Management
Governing body: Board of Supervisors
District: All
Attachments: 1. A - Resolution, 2. B - Unit 17 MOU, 3. Adopted Resolution, 4. Minute Order

| Date | Ver. | Action By | Action | Result |
|-----------|------|----------------------|--------|--------|
| 11/5/2019 | 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 Solano County and Solano County Law Enforcement Management Association (LEMA) representing Unit 17 - Law Enforcement Management.

SUMMARY:

The County and LEMA have existing collective bargaining agreements which expire on December 2, 2019. Representatives from the County and LEMA have met and conferred in good faith regarding the terms for a successor collective bargaining agreement. The County and LEMA reached a total tentative agreement for a successor collective bargaining agreement for a term through October 21, 2022. The Unit 17 employees represented by LEMA 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 Unit 17 is projected to increase payroll costs by a total of \$442,688 during the term of the agreement (effective December 3, 2019 through October 21, 2022). Of this total cost, \$51,484 is during Fiscal Year 2019/20, \$93,773 is during Fiscal Year 2020/21, \$130,794 is during Fiscal Year 2021/22, and \$166,637 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 LEMA 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 December 3, 2019 through October 21, 2022.

2. WAGES: During Fiscal Year 2019/20 employees receive a three percent (3%) wage increase effective December 15, 2019. For employees in the classifications of Probation Services Manager and Deputy Director of Probation, concurrent with the December 15, 2019 wage increase, receive a two percent (2%) equity increase for a total increase of five percent (5%).

During Fiscal Year 2020/21 employees receive a three percent (3%) wage increase effective December 13, 2020.

During Fiscal Year 2021/22 employees receive a two percent (2%) wage increase effective December 12, 2021, and a one percent (1%) wage increase effective June 12, 2022.

During Fiscal Year 2022/2023 employees receive a one percent (1%) wage increase effective September 4, 2022.

In addition, payable on January 17, 2020, all active Unit 17 employees as of December 29, 2019 who are employed by the County and represented by LEMA 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 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 into the Cafeteria Plan.

4. OTHER PAID HOLIDAYS: Effective January 1, 2020, employees in Unit 17 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.

A copy of the collective bargaining agreement is attached. Some minor, non-substantive corrections may be made to the collective bargaining agreements by the County and LEMA.

ALTERNATIVES:

The Board of Supervisors could elect to not adopt the collective bargaining agreement between the County and LEMA. 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 negotiation team. Additionally, employees represented by LEMA have ratified the terms for the collective bargaining agreements.

OTHER AGENCY INVOLVEMENT:

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

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION