



Agenda Submittal

Agenda #: 7 **Status:** Consent Calendar
Type: Resolution **Department:** Human Resources
File #: 20-33 **Contact:** Marc Fox, 784-2552
Agenda date: 1/7/2020 **Final action:** 1/7/2020
Title: Adopt a resolution approving a successor collective bargaining agreement between Solano County and Unit 14 - Correctional Supervisors represented by Teamsters Union, Local 856, AFL-CIO
Governing body: Board of Supervisors
District: All
Attachments: 1. A - Resolution, 2. B - Unit 14 MOU, 3. Minute Order, 4. Adopted Resolution

Date	Ver.	Action By	Action	Result
1/7/2020	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 14 - Correctional Supervisors represented by Teamsters Union, Local 856.

SUMMARY:

The County and Teamsters Union, Local 856 have an existing collective bargaining agreement which expires on December 2, 2019. Representatives from the County and Teamsters Union, Local 856 have met and conferred in good faith regarding the terms for the successor collective bargaining agreement. The County and Teamsters Union, Local 856 reached a total tentative agreement for the successor collective bargaining agreement, for a term through October 21, 2022. The employees represented by Teamsters Union, Local 856 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 Teamsters Union, Local 856 is projected to increase payroll costs by a total of \$1,167,565 based on the terms of the agreement (effective January 7, 2020 through October 21, 2022). Of this total cost, \$75,689 is during Fiscal Year 2019/20, \$229,723 is during Fiscal Year 2020/21, \$357,950 is during Fiscal Year 2021/22, and \$504,203 is during Fiscal Year 2022/23.

DISCUSSION:

Representatives of the County and Teamsters Union, Local 856 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 January 7, 2020 through October 21, 2022.
2. **WAGES:** During Fiscal Year 2019/20, employees receive a three percent (3%) wage increase effective January 12, 2020. Additionally, Custody Lieutenants receive a one and one-half percent (1.5%) increase effective January 12, 2020.

During Fiscal Year 2020/21, employees receive a three percent (3%) wage increase effective January 10, 2021. Additionally, Custody Lieutenants receive a one and one-half percent (1.5%) increase effective January 10, 2021.

During Fiscal Year 2021/22, employees receive a two percent (2%) wage increase effective January 9, 2022.

During Fiscal Year 2022/23, employees receive a one percent (1%) wage increase effective July 10, 2022, and a one percent (1%) wage increase effective September 4, 2022.

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 ITEMS:** Effective July 1, 2020, the County will increase the maximum tuition reimbursement from \$1,100 to \$2,000 per year.

ALTERNATIVES:

The Board of Supervisors could elect to not adopt the collective bargaining agreement between the County and Teamsters Union, Local 856. 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 Teamsters Union, Local 856 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 Teamsters Union, Local 856.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION