



Agenda Date: 10/18/2005
Agenda Placement: 6H

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Mark Gregersen - Acting Director
Human Resources
REPORT BY: Mark Gregersen, Human Resources Director, 259-8341
SUBJECT: Adoption of a Resolution Correcting the Memoranda of Understanding between the County and the PSE/PSE Supervisory Units

RECOMMENDATION

Acting Human Resources Director requests adoption of a resolution correcting the Memoranda of Understanding (MOU) between the County of Napa and Public Service Employee and Public Service Employee-Supervisory Units to include language that was inadvertently omitted from the agreement that was presented to the Board of Supervisors on September 27, 2005.

EXECUTIVE SUMMARY

On September 27, 2005, the Board adopted a resolution approving Memoranda of Understanding with the PSE and the PSE Supervisory units. Certain provisions agreed to during negotiations and approved by the Board in August, 2004 were inadvertently left out of the versions that were presented to the Board at the September 27, 2005 meeting, though previous drafts contained the correct language. The requested action corrects the documents to accurately reflect the agreement between the parties. The provisions that were left out pertained to performance evaluations and the definition of domestic partner. The requested Board action adds Sections 11.4, 11.5 and 43.12 to the MOU and includes a few other technical cleanup and formatting changes. None of these changes are considered to be substantive.

FISCAL IMPACT

Is there a Fiscal Impact? No

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of

Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

On September 27, 2005, the Board adopted a resolution approving Memoranda of Understanding with the PSE and the PSE Supervisory units. Certain provisions agreed to during negotiations and approved by the Board in August, 2004 were inadvertently left out of the version presented to the Board at the September 27, 2005 meeting, although the language was included in previous drafts. The requested action corrects the documents to accurately reflect the agreement between the parties and adds Section 11.4 (performance evaluation appeals), 11.5 (timeliness of performance evaluations), and 43.12 (domestic partner benefits) to the MOU. These items were already agreed to by the parties and were included in working drafts of the agreements. In addition to correcting this items, the revised documents include technical cleanup (punctuation) and reformatting. A complete copy of the each of the revised Memoranda of Understanding is attached to the resolution.

SUPPORTING DOCUMENTS

- A . Resolution
- B . Exhibit A--PSE Nonsupervisory MOU
- C . Exhibit B--PSE Supervisory MOU

CEO Recommendation: Approve

Reviewed By: Andrew Carey