



Agenda Date: 8/14/2007
Agenda Placement: 6N

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Mark Gregersen - Director
Human Resources
REPORT BY: Mark Gregersen, HUMAN RESOURCES DIRECTOR , 707-259-8341
SUBJECT: Resolutions Approving PSE and PSE-Supervisory Tentative Agreement and COLA Adjustment

RECOMMENDATION

Human Resources Director requests adoption of a resolution approving the Total Tentative Agreement with the Public Service Employee and Public Service Employee-Supervisory Units, SEIU Local 1021 and approving a cost of living salary adjustment effective August 11, 2007.

EXECUTIVE SUMMARY

The County and Union bargaining teams entered into a mediated Total Tentative Agreement (TTA) dated July 31, 2007 for a new collective bargaining agreement covering the period June 30, 2007 to June 26, 2009. The Union has informed the County that the TTA will be ratified by Friday, August 10, 2007. The TTA is presented today for approval by the Board of Supervisors. The complete labor contract will be presented to the Board in the near future. Part of the TTA calls for a salary increase of 3.2% effective the pay period following Board approval. Staff is recommending approval of the TTA. Staff is also recommending approval of the general salary increase of 3.2% effective August 11, 2007.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	The total cost of the tentative agreement for the first year is approximately \$3 to \$4 million with an additional increase of approximately \$2.5 million in the second year. Funds have been included in the Fiscal Year 2007-08 recommended departmental budgets to cover a 3.0% cost of living increase. The recommended increase is 3.2%. If available, savings from vacant positions will make up the difference, and/or in some cases additional

	General Fund resources will be required.
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	This action is part of the overall negotiations which will conclude with Board and Union ratification of the complete successor Memoranda of Understanding.
Is the general fund affected?	Yes
Future fiscal impact:	Funding will be appropriated in future fiscal year budgets as a result of negotiations.
Consequences if not approved:	Negotiations would continue.
Additional Information:	

ENVIRONMENTAL IMPACT

General Rule. It can be seen with certainty that there is no possibility the proposed action may have a significant effect on the environment and therefore CEQA is not applicable [See Guidelines For the Implementation of the California Environmental Quality Act, 14 CCR 15061(b)(3)].

BACKGROUND AND DISCUSSION

The Memoranda of Understanding (or labor contract) with SEIU Local 1021 - the union representing nearly 1,000 of the County's employees - expired on June 30, 2007. County and Union bargaining teams began negotiating a new contract in January 2007, but negotiations reached an impasse on June 27, 2007. The parties agreed to use a State of California mediator to attempt to resolve differences. Mediation is an impasse resolution process that is included in the County's ordinance on labor relations. A mediation session was held on July 31, 2007. That mediation session resulted in the parties reaching a tentative agreement for a new two-year labor contract.

The Total Tentative Agreement (TTA) agreed to by the bargaining teams dated July 31, 2007, covers the period June 30, 2007 to June 26, 2009. It is expected that the Union will ratify the TTA by August 10, 2007. The parties are finalizing the language of the complete collective bargaining agreement (or Memoranda of Understanding) which will be presented to the Board of Supervisors for approval at a later date. Some of the major provisions of the new agreement follow. Further details are included in the TTA which is attached.

- | **Term:** Two years from June 30, 2007 to June 26, 2009
- | **General Salary Increases:** 3.2% in 2007; July 2008 increase will be based on the Bay Area CPI with a minimum of 2.5% and a maximum of 5%
- | **Safety Class Adjustment:** 5% special safety premium for Probation Officers and Juvenile Hall Counselors
- | **Special Salary Studies:** To ensure that compensation is competitive with the market, a number of classifications are scheduled for special salary studies during FY 2007-08
- | **Equity Salary Studies:** An equity salary study will be conducted once during the term of the agreement to ensure that compensation is competitive with the market
- | **Uniform Allowance:** Annually \$700 for Correctional Officers, \$500 for Correctional Technicians, and \$600 for Animal Services Officers
- | **Correctional Officer Disability Fund:** Increase to \$45,000
- | **Employer Health Contributions:** The County will base its percentage of contribution to premiums on the plan with the highest employee enrollment (currently Kaiser). The County will pay 100% of the premium for

employee-only coverage for the entire term of the agreement. The County will contribute the following percentages toward the premium for employee plus dependent(s) coverage; 96.25% from January to June 2008; 92.5% from July to December 2008; and 87.5% during calendar year 2009

- | **Holiday Premium Pay:** All employees required to work a holiday will be paid at 1.5 times their regular rate
- | **Life Insurance:** Increase to \$20,000.

The proposed resolution approves the TTA dated July 31, 2007 and directs staff to finalize the successor Memoranda of Understanding and bring them before the Board for review and approval. The resolution also approves the cost of living salary adjustment as of August 11, 2007. The other provisions of the TTA will be implemented effective August 25, 2007 or at a date agreed to by the Union, whichever is later.

SUPPORTING DOCUMENTS

- A . Total Tentative Agreement
- B . Resolution

CEO Recommendation: Approve
Reviewed By: Karen Gratton