



Agenda Date: 8/22/2006
Agenda Placement: 6S

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: Approval of Agreement with Renne Sloan Holtzman Sakai LLP

RECOMMENDATION

Human Resources Director requests approval of and authorization for the Chair to sign an agreement with Renne, Sloan, Holtzman, and Sakai LLP for a maximum of \$95,000 for the term August 22, 2006 through December 31, 2007 to provide labor negotiations services for the two unions representing employees - Public Services Employee (PSE) and Deputy Sheriffs Association (DSA).

EXECUTIVE SUMMARY

County employees are represented by two unions with four bargaining units - Public Services Employee (PSE) and Public Services Employment Unit Supervisory (PSE Supervisory) represented by SEIU Local 614 (SEIU) and law enforcement units represented by Deputy Sheriffs Association (DSA) and Deputy Sheriffs Association Supervisory (DSA Supervisory). Current labor contracts with these units expire as follows: PSE and PSE Supervisory - June 30, 2007 and DSA and DSA Supervisory - October 5, 2007. The DSA labor contracts have a reopener in October 2006 to negotiate comparator agencies for salary and benefit comparisons.

Human Resources recently released a Request for Proposal for labor negotiation services. The firm of Renne, Sloan, Holtzman, and Sakai LLP responded with the most capable, thorough and cost effective proposal.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Funding is available in 2006-07 Human Resources Budget Unit.
Is it Mandatory or Discretionary?	Discretionary

Discretionary Justification:	This contract is to provide outside labor negotiator services. Using an outside labor negotiator is a break with the tradition of using Napa County staff to perform this function. The primary reason for this change relates to the workload that is facing the Human Resources Division. The Human Resources Division is currently involved in several new initiatives and in restructuring the division to better meet the needs of Napa County. In addition, there are currently three vacancies for senior level staff. The new initiatives, the restructuring of the division, and staffing the vacancies need to be the priority focus to ensure the long-run success of the Division. This cannot be accomplished simultaneous with preparing for and conducting three separate negotiations.
Is the general fund affected?	Yes
Future fiscal impact:	Funding will be budgeted each year if needed in the Human Resources requested budget.
Consequences if not approved:	The Human Resources Director will be required to prepare for and conduct labor negotiations without this contract. This would delay work on the new initiatives, restructuring the division, and staffing of the division to meet the long-term needs of Napa County until after the negotiations are completed.
Additional Information:	None

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

County employees are represented by two unions with four bargaining units - Public Services Employee (PSE) and Public Services Employment Unit Supervisory (PSE Supervisory) represented by SEIU Local 614 (SEIU) and law enforcement units represented by Deputy Sheriffs Association (DSA) and Deputy Sheriffs Association Supervisory (DSA Supervisory). Current labor contracts with these units expire as follows: PSE and PSE Supervisory - June 30, 2007 and DSA and DSA Supervisory - October 5, 2007. The DSA labor contracts have a reopener in October 2006 to negotiate comparator agencies to be used for salary and benefit comparison purposes. At the present time, Human Resources does not have the staff resources necessary to prepare and conduct negotiations and at the same time complete a number of new initiatives, restructure the Division, and staff three senior level vacancies. Because the team will be handling the role of chief negotiator, the Human Resources Director will be in a position to spend valuable time on other strategic efforts within the Division. Accordingly, Human Resources recently released a Request for Proposal for labor negotiation services. The firm of Renne, Sloan, Holtzman, and Sakai LLP responded with the most capable, thorough and cost effective proposal.

Upon approval of the agreement by the Board, the firm's primary role will be to assist the County in developing a master bargaining strategy, conducting negotiations, and communicating with County management and the Board of Supervisors. The County will actively participate in the negotiations process by designating a negotiations coordinator and will provide individuals to be members of the management bargaining team.

The team of Charles Sakai and Geoffrey Rothman will initiate discussions with management regarding PSE with

negotiation sessions beginning sometime in March, 2007 in order to successful conclude by June 29, 2007. Conversations with DSA regarding the reopener will begin immediately with negotiations regarding labor contracts scheduled to begin in July 2007.

SUPPORTING DOCUMENTS

None

CEO Recommendation: Approve

Reviewed By: Karen Gratton