



Agenda Date: 9/27/2005
Agenda Placement: 6H

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Caryn Fagundes for Mark Gregersen - Acting Director
Human Resources
REPORT BY: Barbara Scriven, Human Resources Analyst III, 253-4000
SUBJECT: Adopting a Resolution Approving the Memoranda of Understanding Between the County and the PSE/PSE-Supervisory Units

RECOMMENDATION

Acting Human Resources Director requests adoption of a resolution approving the Memoranda of Understanding between the County of Napa and the Public Service Employee and Public Service Employee - Supervisory Units, effective from July 3, 2004 to June 29, 2007.

EXECUTIVE SUMMARY

The bargaining teams, lead by Dave Baker Chief Negotiator for NAPE/SEIU Local 614 and Dennis Morris Chief Negotiator for the County, entered into a Total Tentative Agreement on August 13, 2004. The document was ratified by the Union membership on August 23, 2004 and was presented for approval to the Board of Supervisors on August 25, 2004. In addition to incorporating the terms of the Total Tentative Agreement into the Memoranda of Understanding (MOU), staff undertook a major comprehensive rewrite of the MOUs to bring them to date. A summary of those changes which include reorganizing the MOUs for easier reference, deleting old sections that no longer apply, and rewriting the MOUs to reflect current practice is attached. The Board is now presented with the final MOUs for approval. Today's requested action will approve the revised language of the MOUs between the County and the Public Employee Service (PSE) and the PSE-Supervisory Units.

FISCAL IMPACT

Is there a Fiscal Impact? No

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

On August 13, 2004, the County and NAPE-SEIU Local 614 reached Total Tentative Agreement (TTA) regarding a three year Memorandum of Understanding (MOU) for the Public Service Employee (PSE) and Public Service Employee-Supervisory Units. NAPE membership ratified the proposed agreement on August 23, 2004 and the Board approved the TTA on August 25, 2004. The Board was advised that staff would incorporate the terms of the TTA into new MOUs and would complete a major rewrite of the old MOUs to conform their terms to reflect current practice. Changes include reorganizing the MOUs for easier reference, deleting old sections that no longer apply, and rewriting the MOUs to reflect current practice and law. As a few examples, the grievance procedures were modified, overtime provisions were completely rewritten, and the layoff and insurance provisions were revised. A summary of the substantive changes is attached to this item for reference.

Today's action does not have a fiscal impact. The fiscal impact of negotiations has been reviewed and approved by the Board at the time the TTA was presented in August 2004. In fiscal year 2005-06, increases were budgeted in the recommended budgets approved by the Board in June.

The Resolutions presented to you today for approval reflect the final amendments negotiated with NAPE-SEIU Local 614 and signed off by the County and NAPE negotiating teams.

SUPPORTING DOCUMENTS

- A . Summary of Substantive Changes
- B . Resolution Adopting Memoranda of Understanding
- C . Exhibit A-- PSE MOU
- D . Exhibit B-- PSE Supervisory MOU

CEO Recommendation: Approve

Reviewed By: Helene Franchi