THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA
and for Special Districts, Agencies and Authorities Governed by the Board

Adopted this Resolution on 12/06/2011 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

RECUSE:

Resolution No. 2011/481

In The Matter Of: Terms and Conditions of Employment for employees in the Coalition Unions (Coalition) made up of Professional & Technical Employees, AFSCME, Local 512; United Clerical, Technical & Specialized Employees, AFSCME, Local 2700; Public Employees Union, Local One; Public Employees Union, Local One, CSB-Site Supervisor Unit; SEIU, Local 1021, Rank & File Unit; SEIU, Local 1021, Service Line Supervisor Unit; and Western Council of Engineers, effective December 1, 2011. The Contra Costa Board of Supervisors is acting in its capacity as the Governing Board of the County of Contra Costa and all its districts of which it is the ex-officio governing Board.

WHEREAS, representatives of Contra Costa County (County) and representatives of the Coalition Unions (Coalition) have met and conferred in good faith on at least twenty-nine (29) separate dates since April 28, 2011.

WHEREAS, on November 17, 2011, County representatives presented the representatives of the Coalition with the County's Last, Best, and Final Offers A and B.

WHEREAS, representatives of the parties continued to meet and confer in good faith on or about November 28, and December 2, 2011. The Coalition counter proposal modifications still did not provide the permanent structural changes the County needs and has been seeking.

WHEREAS, the parties remain at impasse; and

WHEREAS, said representatives have failed to reach a tentative agreement on a variety of terms and conditions of employment, including economic, cost savings, and cost neutral terms for the fiscal year beginning on July 1, 2011.

WHEREAS, the impasse procedures set forth in Chapter 34-16 of Resolution No. 81/1165, as amended, (County's Employer-Employee Relations Resolution), have been exhausted.

WHEREAS, the County's representatives deem it now appropriate and in the public interest to bring this matter to the Board of Supervisors for final resolution;

Now, Therefore, Be It Resolved That:

1. The base rates of pay of all the classifications represented by the Coalition are reduced by 3.2% effective on December 1, 2011. This wage reduction will decrease all wage-related differentials.

2. Effective on December 1, 2011, employees will pay one hundred percent (100%) of the employee share of the basic retirement benefit contributions, as fully set forth in Attachment 1.

3. The definitions of "eligible dependents" used for purposes of health and dental plan coverage are modified to conform to the new federal health care law, effective on January 1, 2012, as fully set forth in Attachment 2.

4. Employees promoted or hired by the County into any classification represented by Professional & Technical Employees, AFSCME, Local 512; Public Employees Union, Local One, CSB-Site Supervisor Unit; and SEIU, Local 1021, Service Line Supervisors Unit, on and after January 1, 2012, are not eligible for the Vacation Buy-Back benefit. However, any employee who was eligible for a Vacation Buy-Back benefit before promoting into a classification represented by Professional & Technical Employees, AFSCME, Local 512; Public Employees Union, Local One, CSB-Site Supervisor Unit; and SEIU, Local 1021, Service Line Supervisors Unit, will retain that benefit after promoting into a classification represented by those unions.

5. The twenty-five (25) Tentative Agreements that were agreed to and signed by County and Coalition representatives are approved and adopted, as fully set forth in Attachment 3.

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

Contact: **ATTESTED: December 6, 2011**
, County Administrator and Clerk of the Board of Supervisors

By: , Deputy

cc: Ted Cwiek, Human Resources Director