



**Contra
Costa
County**

To: Board of Supervisors
From: Kevin Powell, Human Resources
Date: January 24, 2012

Subject: Memoranda of Understanding with the Coalition Unions (Coalition)

RECOMMENDATION(S):

ADOPT Resolution No. 2012/34 approving the Memoranda of Understanding (MOU) between Contra Costa County and 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, implementing negotiated wage agreements and other economic terms and conditions of employment, for the period of July 1, 2011 through June 30, 2013.

FISCAL IMPACT:

The terms and conditions set forth above are estimated to save the County \$524,000 this year, \$14.8 million in FY 2012/13, and \$18.1 million annually thereafter. The savings will help to alleviate the fiscal impact caused by the reductions in property values and the related decline in property tax revenues and the on-going structural deficit in the County's budget.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **01/24/2012** ☒ APPROVED AS RECOMMENDED ☒ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Gayle B. Uilkema, District II Supervisor
Mary N. Piepho, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

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.

ATTESTED: January 24, 2012

David Twa, County Administrator and Clerk of the Board of Supervisors

Contact: Ted Cwiek, Human
Resources Director (925) 335-1766

By: June McHuen, Deputy

BACKGROUND:

The Coalition Unions began bargaining with Contra Costa County on or about April 28, 2011. The Tentative Agreements were reached between the County and the Coalition Unions and ratified by each of the units on or about January 13, 2012. The resulting Memoranda of Understanding, which are attached, include modifications to wages, retirement, health care, and other benefit changes. In summary, the significant changes are:

- Term (Coalition Unions)
 - The terms of all agreements are from July 1, 2011 through June 30, 2013.
- General Wages - Section 5.1 (All Coalition Unions)
 - Effective July 1, 2012, the salary of all classifications represented by the Coalition will be reduced by 2.75%.
 - On or about May 10, 2012, permanent full time employees who meet the conditions described in the MOU, will be paid a one-time lump sum payment of \$500. Permanent part time, permanent intermittent and per diem employees will be eligible for a portion of the \$500 one-time lump sum payment based on calculations set forth in the MOU.
 - On or about May 10, 2013, permanent full time employees who meet the conditions described in the MOU, will be paid a one-time lump sum payment of \$500. Permanent part time, permanent intermittent and per diem employees will be eligible for a portion of the \$500 one-time lump sum payment based on calculations set forth in the MOU.
- Health, Life & Dental Care- Section 18 (SEIU R&F), Section 19 (Western Council of Engineers, SEIU SLS, PEU Local 1), Section 20 (AFSCME 512, AFSCME 2700) and Section 26 (PEU Local 1 - CSB)
 - Language in regard to dependents has been updated to reflect current federal healthcare laws.
- Retirement Contribution (Subvention) - Section 19 (AFSCME 2700, SEIU R&F), Section 26 (Western Council of Engineers), Section 27 (PEU Local 1, SEIU SLS), and Section 28 (AFSCME 512, PEU Local 1 - CSB)
 - Effective January 1, 2012, employees are responsible for one hundred percent (100%) of the employees' basic retirement benefits contribution as determined annually by the Board of Retirement of the Contra Costa County Employees' Retirement Association.
- Retirement/Tier IV Retirement Plan -Section 19.2 (AFSCME 2700, SEIU R&F), Section 26.2 (Western Council of Engineers), Section 27.2 (PEU Local 1, SEIU SLS), and Section 28.2 (AFSCME 512, PEU Local 1 - CSB)
 - For employees hired after December 31, 2012, the new retirement formula will be two percent at sixty years of age (2% at 60). The cost of living adjustment will not exceed two percent (2%) per year and will be banked. The employee's final compensation will be based on his/her average annual compensation earnable during a consecutive thirty-six (36) month period. The employee's retirement will not exceed ninety percent (90%) of his/her final compensation. The County will seek enabling legislation and the Union has agreed to support

this effort.

- Retirement/Tier D Safety Retirement Plan - Section 19.3 (SEIU R&F) and Section 27.3 (PEU Local 1)
 - For employees hired after December 31, 2012, and designated by CCCERA as safety members, the new retirement formula will be three percent at fifty-five years of age (3% at 55). The cost of living adjustment will not exceed two percent (2%) per year and will be banked. The employee's final compensation will be based on his/her average annual compensation earnable during a consecutive thirty-six (36) month period. The employee's retirement will not exceed ninety percent (90%) of his/her final compensation. The County will seek enabling legislation and the Union has agreed to support this effort.
- Vacation Buy Back - Section 11.5 (PEU Local 1 - CSB), Section 52 (SEIU SLS) and Section 54 (AFSCME 512)
 - Employees promoted or hired by the County into any classification represented by AFSCME 512, PEU Local 1 CSB or SEIU SLS on and after January 1, 2012, are not eligible for the Vacation Buy Back program. However, employees who were previously eligible for the Vacation Buy Back benefit prior to promoting into a classification represented by AFSCME 512, PEU Local 1 CSB or SEIU SLS will retain that benefit after promoting into a classification represented by AFSCME 512, PEU Local 1 CSB or SEIU SLS.
- Personal Holiday -
 - Effective January 1, 2012, personal holiday credits will be increased by two hours per month per employee.

CONSEQUENCE OF NEGATIVE ACTION:

The County will not realize the savings associated with this action.

CHILDREN'S IMPACT STATEMENT:

None.

ATTACHMENTS

Resolution No. 2012/34

AFSCME 512_MOU_2011-2013

AFSCME 2700 MOU 2011-2013

PEU Local 1 MOU 2011-2013

PEU Local 1 - CSB MOU 2011-2013

SEIU 1021 R&F MOU 2011-2013

SEIU 1021 SLS MOU 2011-2013

WCE MOU 2011-2013