



Contra
Costa
County

To: Board of Supervisors
From: David Twa, County Administrator
Date: July 24, 2018

Subject: Public Hearing - Factfinding Report and Recommendation AFSCME 2700 vs. Contra Costa County

RECOMMENDATION(S):

1. OPEN public hearing on attached Factfinding Report and Recommendation dated June 8, 2018 in *AFSCME Local 2700 v. County of Contra Costa*, PERB Case No. SF-IM-201-M;
2. CLOSE public hearing;
3. ACCEPT Factfinding Report and Recommendation dated June 8, 2018; and
4. IMPLEMENT assignment of training duties to Children's Services System Support Specialist classification.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **07/24/2018** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, 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: July 24, 2018

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

Contact: Lisa Driscoll, Finance
Director (925) 335-1023

By: June McHuen, Deputy

FISCAL IMPACT:

None.

BACKGROUND:

On March 16, 2018, AFSCME Local 2700 filed a request for factfinding regarding the assignment of training duties to the Children's Services System Support Specialist (CSSS Specialist) classification. At issue in this case was whether the County could assign CSSS Specialists to provide group training on the Child Welfare Services/Case Management System (CWS/CMS) and whether the County must provide additional compensation for requiring the training duties. The CSSS Specialist job specification states that the classification provides training on CWS/CMS use, access, and applications, and the classification also develops and provides individual and group training on the use and application of CWS/CMS. On June 8, 2018, following a factfinding hearing held on May 11, 2018, the Factfinding Panel issued a Report and Recommendation that supported the County's position that the County can assign training duties in accordance with the CSSS Specialist job specification and that no additional compensation is required. (See pages 10 and 11 of attached Report). The County attempted to negotiate a settlement to the impasse with AFSCME Local 2700 following the issuance of the factfinding report, but no settlement was reached. Therefore, as authorized by Government Code section 3505.7, it is recommended that the Board hold a public hearing on the Factfinding Report and Recommendation, accept the Report and Recommendation, and implement the assignment of training duties identified in the job specification to the CSSS Specialist classification as supported by the Factfinding Report and Recommendation (pages 10-11).

CONSEQUENCE OF NEGATIVE ACTION:

Employment and Human Services Department will continue to experience delay in training employees.

ATTACHMENTS

Factfinding Report - AFSCME 2700 v Contra Costa County