



**Contra
Costa
County**

To: Board of Supervisors
From: Monica Nino, County Administrator
Date: August 16, 2022

Subject: Resolution No. 2022/285 approving Memoranda of Understanding between the County and AFSCME, Local 2700

RECOMMENDATION(S):

ADOPT Resolution No. 2022/285 approving the agreement for a successor Memorandum of Understanding between Contra Costa County and AFSCME Local 2700, implementing negotiated wage agreements and other economic terms and conditions of employment, for the period of July 1, 2022 through June 30, 2026.

FISCAL IMPACT:

The estimated increase in salary costs of the negotiated contract between the County and AFSCME, Local 2700 is \$5.7 million for Fiscal Year 2022-2023, \$6.6 million for FY23-24, \$6.9 million for FY 24-25, and \$7.3 million for FY25-26. This agreement also includes an annual ongoing amount of \$648,000 per the union's portion of the reopener funds allocated during 2018 bargaining, and \$6,080 annually related to a GIS differential. The Juneteenth Holiday will have an approximate cost of \$1.3 million per year for all employee groups in the County. The Pandemic Service Relief Payment has an estimated one-time cost for the nine Coalition unions of approximately \$16.3 million and a County-wide one-time cost of \$22.8 million.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **08/16/2022** ☒ 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: August 16, 2022

, County Administrator and Clerk of the Board of Supervisors

Contact: David Sanford, Chief of Labor Relations, (925) 655-2070

By: June McHuen, Deputy

cc:

BACKGROUND:

The County began bargaining with the Union Coalition unions on April 18, 2022. A Tentative Agreement was reached between the County and AFSCME, Local 2700 on July 29, 2022. The Union completed their ratification on August 10, 2022. The resulting Tentative Agreements between the County and the Union, attached, includes modifications to wages, health care, and other benefit changes.

BACKGROUND: (CONT'D)

In summary, those changes are:

- Duration of Agreement - Section 49
 - The term of the agreement is from July 1, 2022 through June 30, 2026.
- Salaries - Section 5.1
 - Effective August 1, 2022, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
 - Effective July 1, 2023, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
 - Effective July 1, 2024, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
 - Effective July 1, 2025, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
 - Provide a one-time Pandemic Service Relief Payment of up to \$2,500 for employees who worked during the COVID-19 pandemic.
 - Compensation Study for certain classifications.
 - Add a 5% differential for Elections Services Specialists assigned to Geographical Informational Systems duties.
 - Allocate the previously designated 2018 reopener funds in the amount of \$648,000 towards a deferred compensation contribution.
 - Increase bilingual pay from \$100 to \$200 dollars per month.
- Medical, Dental and Life Insurance - Section 20
 - Changes to dental plan design (in Coalition Tentative Agreement)
 - Increase contribution to employee Health Savings Accounts for the Kaiser High Deductible Plan.
 - Medical reopener in 2024.
 - Modifications to Joint Labor/Management Benefits Committee subject matter.
- Promotion and Transfer - Section 5.13/Section 22
 - Amends promotion definition.
- Leave of Absence - Section 18
 - Clarifies and amends references to FMLA and CFRA throughout.
 - Cleans up section to be consistent with the law.
- Sick Leave - Section 14
 - Adds language for baby/child bonding.
 - clarifies circumstances where employees exhaust accruals.
- Attachment D - Contra Costa County Return to Work Policy for Injury or Illness
 - Removes references to outdated forms.
- Union Secutiry - Section 2
 - Updates and amends language regarding new employee orientations and notice procedures.
- No Discrimination/Harassment - Section 3
 - Amends the definitions of harassment and discrimination.

- Flexibly Staffed & Deep Class - Section 15
 - Administrative changes to delete old classifications.
- Temporary Employees - Section 46
 - Administrative cleanup to remove old references.
- Holidays - Section 12
 - Add the Juneteenth holiday in the list of observed holidays.
- Incorporate side letters, update and renumber MOU as necessary.

CONSEQUENCE OF NEGATIVE ACTION:

Employees would be out of contract, which may cause labor issues.

CLERK'S ADDENDUM

Speaker: Chai Not a Bully; Stacie Hinton, AFSCME Local 2700.

ATTACHMENTS

Resolution 2022/285

2700 Tentative Agreement