

Priority: Accountability

Lead Agency: County Management

Program Offer Type: Program Alternative /

Program Contact: Travis Graves

Related Programs:

Program Characteristics:

Executive Summary

Employee & Labor Relations builds and maintains the formal relationship link between the County and organized labor. This program manages 10 labor contracts; and provides consultation and support to all department supervisors, managers and HR units; information and data to Union stewards, officers and staff; and advocacy for fair, respectful treatment for employees.

Program Description

Employee & Labor Relations is responsible to lead collective bargaining activities, including contract negotiation, administration and interpretation; guide development of employee relations programs to create and promote a positive organizational culture; ensure consistent and fair application and enforcement of work rules, grievance, and discipline policies; provide internal expertise for dispute resolution, grievance handling, and cooperative problem-solving; coordinate layoff activities and maintain accurate seniority lists; ensure compliance with Federal, State, local laws, rules, regulations and labor agreements; and communicate, train, and coach management staff on these requirements.

Program Justification

Employee & Labor Relations supports Accountability strategies by maintaining legal compliance, effective relationships, and working conditions that balance the rights of employees with the needs of the County while supporting the organization's strategic objectives. Forums such as Employee Relations Committee and Employee Benefits Board along with tools such as Negotiated Memoranda create the foundation of cooperation and collaboration needed to achieve uniform labor/management practices with consistent operational applications. This unit is a partner in an innovative 18 month Labor/Management Grant Project to improve relationships strained by layoffs, budget cuts and other organizational dynamics. 90% of the project is funded by a Federal Mediation and Conciliation Service grant, 5% is funded by AFSCME Local 88 and 5% is funded by the County. This innovative framework to improve communication and trust provides "more bang for the local buck" through the three-partner funding.

Performance Measures

Measure Type	Primary Measure	Previous Year Actual (FY04-05)	Current Year Purchased (FY05-06)	Current Year Estimate (FY05-06)	Next Year Offer (FY06-07)
Output	Number of labor disputes.	147	0	150	150
Outcome	Percentage of labor disputes settled collaboratively.	97%	0%	97%	97%

Performance Measure - Description

Disputes include formal and informal disagreements about the interpretation or application of labor contracts, Personnel Rules, practices or policies.

Settling a labor dispute collaboratively means all involved parties have agreed to the resolution without going to arbitration. The alternative is an external Arbitrator imposing a decision binding on all parties.

Federal Mediation and Conciliation Service Grant will also measure the percentage improvement of the Labor and Management relationship as measured through pre-grant project activity and post-grant project activity assessments. The Grant Project began November 2005 and the pre-assessment survey was distributed in January 2006. Outcomes of the project will be reported in next year's offer.

Legal/Contractual Obligation

Ten labor agreements necessitate contract compliance regarding rates of pay, hours of work, fringe benefits, and other matters pertaining to employment. Federal Mediation and Conciliation Service grant requirements. Federal, State, local laws, rules and regulations covering wage and hour, discrimination, harassment, labor relations, privacy, employment at will, hiring, defamation, Uniformed Service Employment and Re-employment Rights Act, Health Insurance Portability & Accountability Act and other employment related issues.

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2006	2006	2007	2007
Personnel	\$0	\$2,651,541	\$429,921	\$61,692
Contracts	\$0	\$70,358	\$28,660	\$5,940
Materials & Supplies	\$0	\$69,617	\$29,054	\$4,895
Internal Services	\$0	\$422,396	\$102,335	\$0
Subtotal: Direct Exps:	\$0	\$3,213,912	\$589,970	\$72,527
Administration	\$0	\$0	\$158,949	\$446
Program Support	\$0	\$0	\$7,205	\$0
Subtotal: Other Exps:	\$0	\$0	\$166,154	\$446
Total GF/non-GF:	\$0	\$3,213,912	\$756,124	\$72,973
Program Total:	\$3,213,912		\$829,097	
Program FTE	0.00	0.00	3.93	0.75
Program Revenues				
Fees, Permits & Charges	\$0	\$3,323,177	\$0	\$0
Intergovernmental	\$0	\$0	\$0	\$72,527
Program Revenue for Admin	\$0	\$0	\$536	\$0
Total Revenue:	\$0	\$3,323,177	\$536	\$72,527

Explanation of Revenues

Federal Mediation & Conciliation Service Grant funding = \$72,527

Significant Program Changes

Last year this program was: #71007, Human Resources - Employee & Labor Relations

Central Human Resources programs were restructured using current service level resources to implement the Countywide HR Realignment Plan. The Executive Committee approved the Countywide HR Realignment Plan to address the organizational issues and gaps left after the dissolution of County Business Services. The HR units within departments reported back to their department effective October 2005, and soon after the Central Recruitment Unit staff also transitioned back to their respective departments.