

**Priority:** Accountability **Lead Agency:** County Management  
**Program Offer Type:** Existing Operating **Program Contact:** Travis Graves  
**Related Programs:**  
**Program Characteristics:**

**Executive Summary**

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

**Program Description**

Labor Relations has the responsibility 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**

Labor Relations contributes to the Accountability Priority by providing leadership to ensure effective Labor-Management relationships, appropriate work conditions and legal compliance that balance the rights of employees with the business needs of the County. Forums such as Employee Relations Committee and Employee Benefits Board along with tools such as Negotiated Memoranda create the foundation of open communication, clear and accessible decision making, and collaborative problem solving needed to achieve uniform labor/management practices with consistent operations applications. Labor Relations also contributes to the primary factor of sound resource management through negotiated strategies to offer compensation and benefit packages to attract highly qualified employees aligned with County spending priorities and long-term financial stability.

**Performance Measures**

Measure Type	Primary Measure	Previous Year Actual (FY06-07)	Current Year Purchased (FY07-08)	Current Year Estimate (FY07-08)	Next Year Offer (FY08-09)
Output	Number of labor disputes.	102	120	105	110
Outcome	Percentage of labor disputes settled cooperatively.	87.0%	97.0%	95.0%	95.0%

**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 disputes 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.

## 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, 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
<b>Program Expenses</b>	2008	2008	2009	2009
Personnel	\$583,426	\$0	\$632,402	\$0
Contracts	\$32,000	\$0	\$32,000	\$0
Materials & Supplies	\$44,441	\$0	\$30,703	\$0
Internal Services	\$85,938	\$0	\$97,161	\$0
Subtotal: Direct Exps:	<b>\$745,805</b>	<b>\$0</b>	<b>\$792,266</b>	<b>\$0</b>
Administration	\$528,156	\$223	\$461,931	\$103
Program Support	\$9,599	\$0	\$10,429	\$0
Subtotal: Other Exps:	<b>\$537,755</b>	<b>\$223</b>	<b>\$472,360</b>	<b>\$103</b>
Total GF/non-GF:	<b>\$1,283,560</b>	<b>\$223</b>	<b>\$1,264,626</b>	<b>\$103</b>
Program Total:	<b>\$1,283,783</b>		<b>\$1,264,729</b>	
Program FTE	4.60	0.00	4.85	0.00
<b>Program Revenues</b>				
Fees, Permits & Charges	\$0	\$0	\$0	\$0
Program Revenue for Admin	\$223	\$0	\$103	\$0
<b>Total Revenue:</b>	<b>\$223</b>	<b>\$0</b>	<b>\$103</b>	<b>\$0</b>

## Explanation of Revenues

## Significant Program Changes

Last year this program was: #72085, Central Human Resources Division - Labor Relations