

Priority: Accountability **Lead Agency:** County Management
Program Offer Type: Innovative/New Program **Program Contact:** Travis Graves
Related Programs:
Program Characteristics:

Executive Summary

This offer establishes a designated fund within Labor Relations to pay for personnel costs for a limited duration position to backfill the home position of the AFSCME Local 88 President. This offer does not add FTE to Labor Relations.

Program Description

The AFSCME Local 88 Labor Agreement allows the Local 88 President to use County time for Union business. The AFSCME Local 88 President's Union-related duties typically require a full-time role. This request addresses a long-standing issue of a work unit being a position short for the length of the elected term(s) of the Union President. The employee elected as Union President spends 2 to 4 or more years in this role.

The designated fund can only be used for wages, insurance benefits and salary related expenses for a limited duration employee who backfills the Union President's work unit position. The position and department of the home work unit will change dependent upon the employee elected as Union President. There are no salary savings accrued by the work unit if they do not backfill the position. This offer does not change any part of the AFSCME Local 88 Labor Agreement.

Program Justification

Article 5. III. (E) of the AFSCME Local 88 Labor Agreement describes provisions for conducting Union business during County work hours. The County asks the AFSCME Local 88 President to participate in a wide variety of mutually beneficial activities, such as serve on committees (Benefits Committee, Compensation Committee); attend Countywide and Department Labor/Management Committee sessions and functions; and meet with Chair and Board or their representatives. Additional Union President duties include labor contract negotiations and steward functions related to arbitration, grievance and discipline issues. A significant percentage of the Union President's work hours are Union duties and responsibilities instead of County work assignments. Funds to backfill the Union President's home position ensures the work unit is fully staffed to provide efficient, effective and high-performing services, deliverables and customer response.

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	Expenses covered for limited duration personnel costs	0.0%	0.0%	0.0%	100.0%
Outcome	Local 88 President position backfilled	0	0	0	1

Performance Measure - Description

Legal/Contractual Obligation

AFSCME Local 88 Labor Agreement. 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	2008	2008	2009	2009
Personnel	\$0	\$0	\$121,604	\$0
Subtotal: Direct Exps:	\$0	\$0	\$121,604	\$0
Administration	\$0	\$0	\$0	\$0
Program Support	\$0	\$0	\$0	\$0
Subtotal: Other Exps:	\$0	\$0	\$0	\$0
Total GF/non-GF:	\$0	\$0	\$121,604	\$0
Program Total:	\$0		\$121,604	
Program FTE	0.00	0.00	0.00	0.00
Program Revenues				
Program Revenue for Admin	\$0	\$0	\$0	\$0
Total Revenue:	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

Last year this program was:

This offer funds an ongoing, limited-duration position to backfill the Local 88 President work position.