

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; provides information and data to union stewards, officers, and staff; and is an advocate for fair, respectful treatment of 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; coordinate the merit council appeals process; maintain and develop personnel rules; oversee the county's drug and alcohol testing process; ensures 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 provides 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 Team 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 priorities and long-term financial stability.

Performance Measures

Measure Type	Primary Measure	Previous Year Actual (FY07-08)	Current Year Purchased (FY08-09)	Current Year Estimate (FY08-09)	Next Year Offer (FY09-10)
Output	Number of labor disputes.	134	110	155	175
Outcome	Percentage of labor disputes settled cooperatively.	96.0%	95.0%	90.0%	90.0%

Performance Measure - Description

Disputes include formal and informal disagreements about the interpretation or application of labor contracts, Personnel Rules, practices or policies. The resolution of 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 Reemployment 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	2009	2009	2010	2010
Personnel	\$632,402	\$0	\$689,382	\$0
Contracts	\$32,000	\$0	\$20,000	\$0
Materials & Supplies	\$30,703	\$0	\$18,500	\$0
Internal Services	\$97,161	\$0	\$137,694	\$0
Subtotal: Direct Exps:	\$792,266	\$0	\$865,576	\$0
Administration	\$391,205	\$0	\$333,050	\$0
Program Support	\$11,824	\$0	\$10,263	\$0
Subtotal: Other Exps:	\$403,029	\$0	\$343,313	\$0
Total GF/non-GF:	\$1,195,295	\$0	\$1,208,889	\$0
Program Total:	\$1,195,295		\$1,208,889	
Program FTE	4.85	0.00	4.85	0.00
Program Revenues				
Program Revenue for Admin	\$0	\$0	\$0	\$0
Total Revenue:	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

✔ Significantly Changed

Last year this program was: #72070A, DCM-Central Human Resources Division - Labor Relations Professional Service funds reduced by 38% primarily impacting costs related to arbitration.