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**DATE:** August 13, 2019

**TO:** Board of Supervisors

**FROM:** John P. Mills, Director, Employee Services Agency

**SUBJECT:** FY 2020 Salary Ordinance Amendment for Various Represented and Unrepresented Classifications

**RECOMMENDED ACTION**

Adoption of Salary Ordinance No. NS-5.20.08 amending Santa Clara County Salary Ordinance No. NS-5.20 relating to the compensation of employees amending the Salary Schedule to increase the salaries of various classifications.

- Action to Introduce and Preliminarily adopt on August 13, 2019; Roll Call Vote to waive reading, Roll Call Vote to adopt.
- Action for Final Adoption on August 27, 2019; Roll Call Vote to adopt.

**FISCAL IMPLICATIONS**

There is no additional fiscal impact to the General Fund as a result of the recommended action. The recommended action implements previously approved collective bargaining agreement terms. The FY 2020 cost to implement these collective bargaining agreements is included in the FY 2020 Adopted Budget, and the annualized cost is in the base budget.

The FY 2020 cost to implement the general wage increase for employees represented by Santa Clara County Park Rangers Association (PRA) is approximately \$143,798. The annualized cost is approximately \$186,938.

The FY 2020 cost to implement the general wage increase for employees represented by Building and Construction Trades Council (BTC) is approximately \$253,938. The annualized cost is approximately \$412,649.

The FY 2020 cost to implement the general wage increase for employees represented by Valley Physicians Group (VPG) is approximately \$506,680. The annualized cost is approximately \$4,391,224.

The wage increase scheduled for the Santa Clara County Deputy Sheriffs' Association (“DSA”) effective September 19, 2019 shall be deferred pursuant to the terms of the MOA. However, wage realignments of certain classifications represented by the Administrative, Professional and Technical Unit, SEIU Local 521 (“APT”) and classifications represented by the District Attorney Investigators’ Association, Inc. (“DAIA”), are tied by labor agreements to wage increases of appropriate classifications represented by DSA. Accordingly, those classifications shall receive wage increases effective on September 9, 2019.

The cost to implement the wage increase for employees in certain classifications represented by APT in Fiscal Year 2020 is approximately \$202,882 and the annualized cost is approximately \$263,746.

The cost to implement the wage increase for employees in classifications represented by DAIA in Fiscal Year 2020 is approximately \$354,974 and the annualized cost is approximately \$461,467.

Because the unrepresented Deputy Sheriff Cadet classification (“cadet”) historically receives the same wage increase as the Deputy Sheriff classification, it is necessary to provide the cadet classification with a wage increase equivalent to the Deputy Sheriff classification effective on September 9, 2019. One Deputy Sheriff Academy is currently underway. It is anticipated that a second Deputy Sheriff Academy will begin during Fiscal Year 2020 and conclude during Fiscal Year 2021. The maximum anticipated number of unrepresented cadets for the two academies is 60. The Fiscal Year 2020 cost to provide a wage increase to unrepresented cadets attending academies in Fiscal Year 2020 is approximately \$55,936.

## **CONTRACT HISTORY**

Not applicable.

## **REASONS FOR RECOMMENDATION**

The Board of Supervisors previously approved multi-year agreements between the County and various bargaining units. This recommendation is consistent with the terms of these agreements. The agreements provide for general wage increases in Calendar Year (CY) 2019 and CY 2020 as follows:

The County and PRA reached an agreement on a five-year successor labor contract. The contract provides for a three percent (3%) wage increase effective September 9, 2019.

The County and BTC reached an agreement on a four-year successor labor contract. The contract provides for a three percent (3%) wage increase effective November 4, 2019.

The County and VPG reached an agreement on a five-year successor labor contract. The contract provides for a three percent (3%) wage increase effective May 4, 2020.

The County and DSA reached an agreement on a five-year successor labor contract. The contract provides for a three percent (3%) wage increase effective September 9, 2019. Unrepresented cadets historically follow the general wage increase of Deputy Sheriff classifications.

Unrepresented extra-help employees historically receive the same general wage increase as their coded counterparts.

### **CHILD IMPACT**

The recommended action will have no/neutral impact on children.

### **SENIOR IMPACT**

The recommended action will have no/neutral impact on seniors.

### **SUSTAINABILITY IMPLICATIONS**

The recommended action will have no/neutral sustainability implications.

### **BACKGROUND**

Negotiations between the County and PRA resulted in an agreement for the term September 26, 2016 through September 19, 2021. The agreement includes five general wage increases. Effective September 9, 2019, there is a three percent (3%) general wage increase for employees represented by PRA.

Negotiations between the County and BTC resulted in an agreement for the term April 25, 2016 through November 1, 2020. The agreement includes five general wage increases. Effective November 4, 2019, there is a three percent (3%) general wage increase for employees represented by BTC.

Negotiations between the County and VPG resulted in an agreement for the term May 9, 2016 through May 16, 2021. The agreement includes five general wage increases. Effective May 4, 2020, there is a three percent (3%) general wage increase for employees represented by VPG.

Negotiations between the County and DSA resulted in an agreement for the term September 14, 2015 through September 6, 2020. The agreement includes five general wage increases. Effective September 9, 2019, there is a three percent (3%) general wage increase for employees represented by DSA. Unrepresented cadets historically follow the general wage increase of the Deputy Sheriff classification.

Historically, wages for unrepresented extra-help employees follow those of their coded counterparts.

### **CONSEQUENCES OF NEGATIVE ACTION**

The County would be unable to implement the agreements made with various labor organizations.

### **STEPS FOLLOWING APPROVAL**

The Clerk of the Board of Supervisors is requested to send notification of final action to Staci Bjerk, ESA-Human Resources.

### **ATTACHMENTS:**

- NS-5.20.08 -ESA - Various Wage Increases (PDF)