

**COUNTY OF SACRAMENTO
CALIFORNIA**

For the Agenda of:
January 30, 2007
3:30 p.m.

To: Board of Supervisors

From: Office of Labor Relations

Subject: Approve Appropriation Adjustment Request No. 27-045 In The Amount Of \$90,249

Contact: Steve Lakich, Director of Labor Relations, 874-7095

Overview

During the past year, the Office of Labor Relations has conducted contract negotiations to replace labor agreements which expired on July 1, 2006. In the process of conducting negotiations, unexpected emergency expenditures were incurred.

Recommendation

Approve the attached Appropriation Adjustment Request.

Measures/Evaluation

Measures and evaluation are not applicable.

Fiscal Impact

When the budget request for Fiscal Year 2006-07 was submitted for the Office of Labor Relations, it was estimated that the services of the labor relations consultant utilized during the last half of Fiscal Year 2005-06 would be needed for one additional month. It is now estimated that the consultant's services will be needed through the end of the fiscal year at a cost of \$71,500. The costs associated with the interest arbitration process, including arbitrator and benefits consultant amount to \$18,749. The combined total cost is \$90,249.

DISCUSSION

On July 1, 2006, twenty labor agreements covering the terms and conditions of employment for all represented County employees expired. In April 2006, the County gave formal recognition to an additional unit covering the Peace Officers. At the time negotiations commenced, the Office of Labor Relations had hired two new staff members to fill vacancies of seasoned negotiators. Due to the large number of contracts to be negotiated and the relative inexperience of the two new staff members, Labor Relations contracted for the services of an independent labor negotiator to assist in the negotiation process. Although successor labor agreements covering most represented employees are now in place, negotiations continue for several units. The services of the independent contractor are still needed to provide the continuity necessary to bring these negotiations to a conclusion.

On July 6, 2006, the Sacramento County Deputy Sheriffs' Association (SCDSA), as permitted under the County Charter, declared an impasse in negotiations for a successor labor agreement in the Non-Supervisory Law Enforcement Unit and requested interest arbitration. The interest arbitration process requires the services of an outside arbitrator mutually selected by the County and SCDSA. In addition, the services of an independent benefits consultant were utilized to gather and analyze salary and benefits data of other comparable jurisdictions.

FINANCIAL IMPACT:

When the budget request for Fiscal Year 2006-07 was submitted for the Office of Labor Relations, it was estimated that the services of the labor relations consultant utilized during the last half of Fiscal Year 2005-06 would be needed for one additional month. It is now estimated that the consultant's services will be needed through the end of the fiscal year at a cost of \$71,500. The costs associated with the interest arbitration process, including arbitrator and benefits consultant amount to \$18,749. The combined total cost is \$90,249.

Respectfully submitted,

APPROVAL RECOMMENDED,

STEVE LAKICH
Director of Labor Relations

TERRY SCHUTTEN
County Executive

Attachment: Appropriation Adjustment Request