THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA
and for Special Districts, Agencies and Authorities Governed by the Board

Adopted this Resolution on 05/23/2017 by the following vote:

AYE: 
NO: 
ABSENT: 
ABSTAIN: 
RESCUE: 

Resolution No. 2017/174

In The Matter Of: Approving the Side Letter between Contra Costa County and Public Employees Union, Local One, to amend the MOU by adding Section 13.3 - Vacation Accrual Rates for the Community Services Bureau Unit and other administrative changes.

The Contra Costa County Board of Supervisors acting in its capacity as Governing Board of the County of Contra Costa and all districts of which it is the ex-officio governing Board RESOLVES THAT:

Effective following approval of the Board of Supervisors, the attached Side Letter of Agreement dated May xx, 2017, between Contra Costa County and Public Employees Union, Local One be ADOPTED.

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

Contact: Glynis Hughes (925) 335-1784

ATTESTED: May 23, 2017
David J. Tew, County Administrator and Clerk of the Board of Supervisors

By: , Deputy

cc: Robert Campbell, County Auditor-Controller, Dianne Dinsmore, Human Resources Director
To: Board of Supervisors

From: David Twa, County Administrator

Date: May 23, 2017

Subject: Local One Corrections to 2016-2019 MOU

RECOMMENDATION(S):

Adopt Resolution No. 2017/174 approving the side letter between Contra Costa County and Public Employees, Local One to add Section 13.3 - Vacation Accrual Rates for the Community Services Bureau Unit to the Memorandum of Understanding between Contra Costa County and Public Employees Union, Local One, for the period of July 1, 2016 through June 30, 2019, and to make other non-substantive corrections.

FISCAL IMPACT:

None. Action is administrative.

BACKGROUND:

A recent review of the Local One MOU revealed that the following sections need to be corrected.

☐ APPROVE
☐ RECOMMENDATION OF CTY ADMINISTRATOR
☐ OTHER
☐ RECOMMENDATION OF BOARD COMMITTEE

Contact: Glynis Hughes (925) 335-1784
cce: Robert Campbell, County Auditor-Controller
Dianne Dinmore, Human Resources Director

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: May 23, 2017

David J. Twa,

BY: Deputy
I. Update Section 1 – **Union Recognition** to change the name of the Family & Children Services Unit to Community Services Bureau Unit.

II. Update Section 13.3 – **Vacation Accrual Rates** by adding the vacation accrual rate table for the Community Services Bureau Unit and removing the Community Services Bureau Unit from Section 13.3.A.
III. Update Attachment A – Class and Salary Listing to correct the following unit titles:

- Agriculture and Animal Control Unit to Agriculture and Animal Services Unit
- Family and Children Services to Community Services Bureau Unit

**CONSEQUENCE OF NEGATIVE ACTION:**

Memorandum of Understanding between Contra Costa County and Public Employees Union, Local One will not include the correct Unit titles and the Community Services Bureau employees will not receive the proper vacation accruals.
SIDE LETTER BETWEEN
CONTRA COSTA COUNTY AND
PUBLIC EMPLOYEES UNION, LOCAL ONE

This side letter is by and between Public Employees Union, Local One ("Local One") and the County of Contra Costa ("County") and is effective on the first day of the month following approval by the Board of Supervisors.

The County and Local One have agreed to the following MOU corrections:

I. Update Section 1 – Union Recognition to change the name of the Family & Children Services Unit to Community Services Bureau Unit.

II. Update Section 13.3 – Vacation Accrual Rates by adding the vacation accrual rate chart for the Community Services Bureau Unit and removing the Community Services Bureau Unit from Section 13.3.A. There is no change to the remainder of Section 13.3.B through F.

13.3 Vacation Accrual Rates. For employees hired into a class in the Community Services Bureau Unit, the rates at which vacation credits accrue and the maximum accumulation thereof are as follows:

<table>
<thead>
<tr>
<th>Length of Service</th>
<th>Monthly Accrual Hours</th>
<th>Maximum Cumulative Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 11 years</td>
<td>10</td>
<td>240</td>
</tr>
<tr>
<td>11 years</td>
<td>10-2/3</td>
<td>256</td>
</tr>
<tr>
<td>12 years</td>
<td>11-1/3</td>
<td>272</td>
</tr>
<tr>
<td>13 years</td>
<td>12</td>
<td>288</td>
</tr>
<tr>
<td>14 years</td>
<td>12-2/3</td>
<td>304</td>
</tr>
<tr>
<td>15 through 19 years</td>
<td>13-1/3</td>
<td>320</td>
</tr>
<tr>
<td>20 through 24 years</td>
<td>16-2/3</td>
<td>400</td>
</tr>
<tr>
<td>25 through 29 years</td>
<td>20</td>
<td>480</td>
</tr>
<tr>
<td>30 years and up</td>
<td>23-1/3</td>
<td>560</td>
</tr>
</tbody>
</table>

A. Vacation Accruals for Agriculture-Animal Services Unit and Building Trades Unit. For employees hired into a class in the Agriculture-Animal Services Unit and Building Trades Unit, the rates at which vacation credits accrue, and the maximum accumulation thereof, are as follows:

<table>
<thead>
<tr>
<th>Length of Service</th>
<th>Monthly Accrual Hours</th>
<th>Maximum Cumulative Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 5 years</td>
<td>6-2/3</td>
<td>160</td>
</tr>
<tr>
<td>5 through 10 years</td>
<td>10</td>
<td>240</td>
</tr>
<tr>
<td>11 years</td>
<td>10-2/3</td>
<td>256</td>
</tr>
<tr>
<td>12 years</td>
<td>11-1/3</td>
<td>272</td>
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<td>288</td>
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<td>14 years</td>
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<td>304</td>
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<tr>
<td>15 through 19 years</td>
<td>13-1/3</td>
<td>320</td>
</tr>
</tbody>
</table>
20 through 24 years 16-2/3 400
25 through 29 years 20 480
30 years and up 23-1/3 560

III. Update Attachment A – Class and Salary Listing to reflect the correct unit titles. Change Agriculture and Animal Control Unit to Agriculture and Animal Services Unit. Change Family and Children Services to Community Services Bureau Unit.

This Side Letter will remain in effect for the term of the current Memorandum of Understanding ("MOU") between the County and Public Employees Union, Local One (July 1, 2016 – June 30, 2019). The terms of this Side letter will be incorporated into the successor MOU unless otherwise negotiated by the parties. All other terms and conditions of the current MOU between Contra Costa County and Public Employees Union, Local One remain unchanged by this Side Letter.

Date: 5/10/17

Contra Costa County:
(Signature / Printed Name)

Glynis Hughes

Public Employees Union, Local One:
(Signature / Printed Name)

Genevieve Vigil