

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

Adopted this Resolution on 03/10/2020 by the following vote:

AYE:
NO:
ABSENT:
ABSTAIN:
RECUSE:



Resolution No. 2020/70

In the Matter Of: Approving the Side Letters between the County of Contra Costa and SEIU Local 1021 to Modify the Personnel Management Regulations

The Contra Costa County Board of Supervisors acting in its capacity as the Governing Board of the County of Contra Costa **RESOLVES THAT:**

Effective after approval by the Board of Supervisors, the two attached Side Letters of Agreement between the County of Contra Costa and SEIU Local 1021 be **ADOPTED**. Copies of the Side Letters are attached (dated February 18 and February 20, 2020).

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: Lisa Driscoll, County Finance Director (925) 335-1023

ATTESTED: March 10, 2020

David J. Twa, County Administrator and Clerk of the Board of Supervisors

By: , Deputy

cc: Dianne Dinsmore, Human Resources Director



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: March 10, 2020

Subject: Personnel Management Regulations Side Letters with SEIU, Local 1021

RECOMMENDATION(S):

ADOPT Resolution No. 2020/70 approving the Side Letters between Contra Costa County and the Service Employees International Union, Local 1021 (SEIU), Rank and File Unit and Service Line Supervisors Unit, to maintain the current provisions with regard to Sections 604, 706 and 710 of the Personnel Management Regulations.

FISCAL IMPACT:

None.

BACKGROUND:

The County provided all unions with notice and an opportunity to meet and confer regarding its proposed changes to Sections 604, 706 and 710 of the County's Personnel Management Regulations ("PMR"). After the County reached agreement with all other interested unions, SEIU requested to preserve the current PMR language for their bargaining units.

The Side Letters between the County and SEIU will preserve the current rules under Sections 604, 706 and 710 of the PMRs for SEIU only. Accordingly, SEIU shall be exempted from the amended provisions of the PMRs for the term of the Side Letters.

APPROVE

OTHER

RECOMMENDATION OF CNTY
ADMINISTRATOR

RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **03/10/2020** APPROVED AS RECOMMENDED OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II
Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

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: March 10, 2020

David J. Twa, County Administrator and Clerk of the Board
of Supervisors

Contact: Lisa Driscoll, County
Finance Director (925) 335-1023

By: June McHuen, Deputy

CONSEQUENCE OF NEGATIVE ACTION:

The County and SEIU will not have reached agreement on the amendments to the County Personnel Management Regulations.

ATTACHMENTS

Resolution 2020/70

Side Letter - SEIU 1021 Rank and File

Side Letter - SEIU 1021 Service Line Supervisors

SIDE LETTER AGREEMENT
BETWEEN
CONTRA COSTA COUNTY
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021, SERVICE LINE
SUPERVISORS UNIT

This Side Letter is by and between the County of Contra Costa ("County") and Service Employees International Union, Local 1021 Service Line Supervisors Unit ("Union") and is effective following approval of the Board of Supervisors.

The County and Union agree to the following conditions for any recruitment of a position in a classification represented by the Union:

RANK ORDER IN CASE OF IDENTICAL SCORES. If two (2) or more successful examinees have final scores which are identical, they shall be ranked in the order of their scores in that portion of the examination which had the greatest weight, provided that if the percentage scores in the portion of the test having the greatest weight are identical, then the rank order shall be determined by random selection at the time the employment list is established. However, in the case of a continuous employment list where a new eligible has the same score as an eligible already on the list, the eligible who was placed on the list at the earliest date will be ranked highest.

CERTIFICATION LIMIT. If an individual is certified to three (3) departments at any one time, that person shall be considered unavailable for referral until the person's name becomes active on less than three (3) personnel requests.

The terms of this Side Letter shall supersede inconsistent provisions of the County's Personnel Management Regulations.

This Side Letter shall automatically terminate at the expiration of the current Memorandum of Understanding between the County and the Union on June 30, 2022, unless otherwise mutually agreed by the parties.

Date: 2-18-2020

Contra Costa County:
 (Signature/Printed Name)

SEIU, Local 1021 Service Line Supervisors
Unit:
 (Signature/Printed Name)

[Signature] 1 Jeff Bailey
[Signature] 1 David Sanford
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[Signature] Barbara Crespo
[Signature] Millie Cleveland
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