

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Administrative Office		(2) MEETING DATE May 23, 2006	(3) CONTACT/PHONE Gail Wilcox, Dep. CAO (805) 781-5011	
(4) SUBJECT Submittal of resolutions which amend the Memorandum of Understanding between the County and the San Luis Obispo County Employees' Association (SLOCEA) to increase compensation for certain classifications in the Supervisory and Trades, Crafts and Services Units.				
(5) SUMMARY OF REQUEST The recommended action will result in relatively minor salary adjustments for certain classifications in the Public Works Department to address salary compaction issues and provide the department with additional flexibility to assign work at various locations/facilities in the county.				
(6) RECOMMENDED ACTION It is recommended that the Board approve resolutions amending the Memorandum of Understanding between the County and the San Luis Obispo County Employees' Association (SLOCEA) to increase compensation for certain classifications in the Supervisory and Trades, Crafts and Services Units.				
(7) FUNDING SOURCE(S) User fees/charges for services		(8) CURRENT YEAR COST Approx. \$5,600 for remainder of FY 05-06	(9) ANNUAL COST Approx. \$67,200	(10) BUDGETED? <input type="checkbox"/> YES <input type="checkbox"/> N/A <input checked="" type="checkbox"/> NO
(11) OTHER AGENCY/ADVISORY GROUP INVOLVEMENT (LIST): County Counsel reviewed and approved this resolution				
(12) WILL REQUEST REQUIRE ADDITIONAL STAFF? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes, How Many? _____ <input type="checkbox"/> Permanent _____ <input type="checkbox"/> Limited Term _____ <input type="checkbox"/> Contract _____ <input type="checkbox"/> Temporary Help _____				
(13) SUPERVISOR DISTRICT(S) 1st, 2nd, 3rd, 4th, 5th, <u>All</u>			(14) LOCATION MAP <input type="checkbox"/> Attached <input checked="" type="checkbox"/> N/A	
(15) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Hearing (Time Est. _____) <input type="checkbox"/> Presentation <input type="checkbox"/> Board Business (Time Est. _____)			(16) EXECUTED DOCUMENTS <input checked="" type="checkbox"/> Resolutions (Orig + 4 copies) <input type="checkbox"/> Contracts (Orig + 4 copies) <input type="checkbox"/> Ordinances (Orig + 4 copies) <input type="checkbox"/> N/A	
(17) NEED EXTRA EXECUTED COPIES? <input type="checkbox"/> Number: _____ <input type="checkbox"/> Attached <input checked="" type="checkbox"/> N/A			(18) APPROPRIATION TRANSFER REQUIRED? <input type="checkbox"/> Submitted <input type="checkbox"/> 4/5th's Vote Required <input checked="" type="checkbox"/> N/A	

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SLOCEA

(19) ADMINISTRATIVE OFFICE REVIEW This item was prepared by the Administrative Office
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County of San Luis Obispo

COUNTY GOVERNMENT CENTER, RM. 370 • SAN LUIS OBISPO, CALIFORNIA 93408 • (805) 781-5011



DAVID EDGE
COUNTY ADMINISTRATOR

To: Board of Supervisors

From: Gail Wilcox, Deputy County Administrator *GW*

Date: May 23, 2006

Subject: Submittal of resolutions which amend the Memorandum of Understanding between the County and the San Luis Obispo County Employees Association (SLOCEA) to increase compensation for certain classifications in the Supervisory and Trades, Crafts and Services Units

Recommendation:

It is recommended that the Board approve resolutions amending the Memorandum of Understanding between the County and the San Luis Obispo County Employees' Association (SLOCEA) to increase compensation for certain classifications in the Supervisory and Trades, Crafts and Services Units.

Discussion:

The County and SLOCEA have meet and agreed on relatively minor adjustments to salaries for the following classifications:

Water Systems Worker I-IV
Chief Water Treatment Plant Operator - Grades 3 and 4
Assistant Water Systems Superintendent

These adjustments will alleviate salary "compaction" issues by establishing a minimum 5% salary difference between these classes. Additionally, the Public Works Department has requested that employees who obtain - and maintain - three water/wastewater treatment related certifications be granted a 5% differential. The department expects that this "incentive" pay will provide them additional flexibility to assign work at various locations/facilities in the county.

Other Agency Involvement:

Counsel has reviewed and approved these resolutions.

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Financial Impact:

If all eligible employees obtain the three certifications referenced above, the cost of these adjustments for the remainder of the current fiscal year is approximately \$5,600. The annualized cost of these adjustments - again, assuming all eligible employees are triple certified - is approximately \$67,200. These increased costs will be offset by user fees and/or charges for services.

Results:

Alleviate salary compaction issues between certain classifications in the Public Works Department and provide the department with needed flexibility to assign work.

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IN THE BOARD OF SUPERVISORS
COUNTY OF SAN LUIS OBISPO, STATE OF CALIFORNIA

_____ day _____, 2006

PRESENT: Supervisors

ABSENT:

RESOLUTION NO. _____

RESOLUTION AMENDING FISCAL YEAR 2005-06
SALARIES FOR CERTAIN CLASSIFICATIONS
WITHIN THE UNIT OF REPRESENTATION
ESTABLISHED AS THE TRADES, CRAFTS AND SERVICES UNIT

The following resolution is hereby offered and read:

WHEREAS, pursuant to Section 2.48.090 of the San Luis Obispo County Code, the compensation of all officers and employees of the County of San Luis Obispo shall be regulated by resolution of the Board of Supervisors of said County; and

WHEREAS, the County has identified salary issues in certain Trades, Crafts and Services Unit classifications that may lead to recruitment and retention issues; and

WHEREAS, since on or about May 10, 2006, the Management Representative has met and conferred and negotiated in good faith with the Trades, Crafts and Services Unit, San Luis Obispo County Employees' Association, concerning solutions to the identified salary issues; and

WHEREAS, on May 10, 2006, an agreement was reached by the Management Representative and the Trades, Crafts and Services Unit, San Luis Obispo County Employees' Association, concerning certain Trades, Crafts and Services Unit employees defined and identified as to classifications within that unit of representation; and those parties thereafter jointly proposed an amendment to Article 17; and

WHEREAS, the County's Management Representative and the Trades, Crafts and Services Unit, San Luis Obispo County Employees' Association, have agreed and the Board of Supervisors of the County of San Luis Obispo finds that the Amendment to Article 17 is consistent with Section 2.48.180 of the San Luis Obispo County Code and constitutes a fair and reasonable method of determining the prevailing wages or salaries for those employees within the unit of representation for the same quality of service rendered to persons, governmental agencies, firms or corporations under similar employment insofar as prevailing salary or wages can be ascertained, and is consistent with the guiding principles set forth in the County's Employee Relations Policy; and

WHEREAS, it is in the best interest of the County of San Luis Obispo that the Board of Supervisors implement the Amendment to Article 17 as reached between the Management Representative and the Trades, Crafts and Services Unit, San Luis Obispo County Employees' Association, attached hereto as Attachment "A"; and

WHEREAS, Article 34, Full Understanding, Modification, Waiver, of the current Memorandum of Understanding allows for modification of said Agreement.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED by the Board of Supervisors of the County of San Luis Obispo, State of California as follows:

1. That the recitals set forth hereinabove are true, correct, and valid.
2. That the Amendment to Article 17 attached hereto as Attachment "A" is hereby approved.

Upon motion of Supervisor _____, seconded by Supervisor _____, and on the following roll call vote, to-wit:

AYES:

NOES:

ABSENT:

ABSTAINING:

The foregoing resolution is hereby adopted:

Chairman of the Board of Supervisors

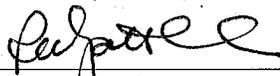
ATTEST:

Clerk, Board of Supervisors

BY: _____ Deputy Clerk

APPROVED TO FORM AND LEGAL EFFECT:

JAMES B. LINDHOLM, JR.
County Counsel



By: Wyatt Cash
Chief Deputy County Counsel

Dated: 5-12-06

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ATTACHMENT "A"
AMENDMENT OF 1999-2006 TRADES, CRAFTS AND SERVICES UNIT
MEMORANDUM OF UNDERSTANDING

1. This agreement is entered into as of May 23, 2006, by and between the County of San Luis Obispo (hereinafter referred to as "the County"), and the San Luis Obispo County Employees' Association (hereinafter referred to as "Association" or "SLOCEA").

3. Parties agree that pursuant to Article 34, Full Understanding, Modification, Waiver, of the 1999-2006 Trades, Crafts and Services Unit Memorandum of Understanding, an amendment to Article 17, Pay Practices, is hereby added to read as follows:

P. Water/Waste Water Certification

A temporary differential of 5% of base pay shall be paid each pay period to County employees in the Public Works Department who have earned, maintain and are currently triple certified (Certified distribution operator for water distribution systems, Certified water treatment operator, and Certified wastewater treatment operator) to perform work when assigned at a water/waste water treatment plant. This temporary differential will terminate either when an agreement is reached to continue the differential or at the end of FY 2006-07.

SIGNED FOR COUNTY

SIGNED FOR ASSOCIATION

Date: _____

Date: _____

APPROVED AS TO FORM AND LEGAL EFFECT:

JAMES B. LINDHOLM, JR.
County Counsel

BY: 
Wyatt Cash
Chief Deputy County Counsel

Date: 5-12-06

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IN THE BOARD OF SUPERVISORS
COUNTY OF SAN LUIS OBISPO, STATE OF CALIFORNIA

_____ day _____, 2006

PRESENT: Supervisors

ABSENT:

RESOLUTION NO. _____

RESOLUTION AMENDING FISCAL YEAR 2005-06
SALARIES FOR CERTAIN CLASSIFICATIONS
WITHIN THE UNIT OF REPRESENTATION
ESTABLISHED AS THE SUPERVISORY UNIT

The following resolution is hereby offered and read:

WHEREAS, pursuant to Section 2.48.090 of the San Luis Obispo County Code, the compensation of all officers and employees of the County of San Luis Obispo shall be regulated by resolution of the Board of Supervisors of said County; and

WHEREAS, the County has identified salary issues in certain Supervisory Unit classifications that may lead to recruitment and retention issues; and

WHEREAS, since on or about May 10, 2006, the Management Representative has met and conferred and negotiated in good faith with the Supervisory Unit, San Luis Obispo County Employees' Association, concerning solutions to the identified salary issues; and

WHEREAS, on May 10, 2006, an agreement was reached by the Management Representative and the Supervisory Unit, San Luis Obispo County Employees' Association, concerning certain Supervisory Unit employees defined and identified as to classifications within that unit of representation; and those parties thereafter jointly proposed amendments to Articles 8 and 38; and

WHEREAS, the County's Management Representative and the Supervisory Unit, San Luis Obispo County Employees' Association, have agreed and the Board of Supervisors of the County of San Luis Obispo finds that the Amendments to Articles 8 and 38 are consistent with Section 2.48.180 of the San Luis Obispo County Code and constitutes a fair and reasonable method of determining the prevailing wages or salaries for those employees within the unit of representation for the same quality of service rendered to persons, governmental agencies, firms or corporations under similar employment insofar as prevailing salary or wages can be ascertained, and is consistent with the guiding principles set forth in the County's Employee Relations Policy; and

WHEREAS, it is in the best interest of the County of San Luis Obispo that the Board of Supervisors implement the Amendments to Articles 8 and 38 as reached between the Management Representative and the Supervisory Unit, San Luis Obispo County Employees' Association, attached hereto as Attachment "A"; and

WHEREAS, Article 58, Full Understanding, Modification, Waiver, of the current Memorandum of Understanding allows for modification of said Agreement.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED by the Board of Supervisors of the County of San Luis Obispo, State of California as follows:

1. That the recitals set forth hereinabove are true, correct, and valid.
2. That effective May 21, 2006, the salaries for Fiscal Year 2005-06 for the classifications identified in Attachment "A", represented by the Supervisory Unit, San Luis Obispo County Employees'

Association, are hereby modified and effective in accordance with the San Luis Obispo County Table of Salary Ranges and Steps as set forth in Attachment "A" attached and incorporated herein by reference.

3. That the Amendments to Articles 8 and 38 attached hereto as Attachment "A" are hereby approved.

Upon motion of Supervisor _____, seconded by Supervisor _____, and on the following roll call vote, to-wit:

AYES:

NOES:

ABSENT:

ABSTAINING:

The foregoing resolution is hereby adopted:

Chairman of the Board of Supervisors

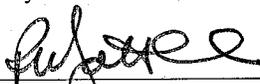
ATTEST:

Clerk, Board of Supervisors

BY: _____ Deputy Clerk

APPROVED TO FORM AND LEGAL EFFECT:

JAMES B. LINDHOLM, JR.
County Counsel



By: Wyatt Cash
Chief Deputy County Counsel

Dated: 5-12-06

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ATTACHMENT "A"
AMENDMENT OF 2004-08 SUPERVISORY UNIT
MEMORANDUM OF UNDERSTANDING

1. This agreement is entered into as of May 23, 2006, by and between the County of San Luis Obispo (hereinafter referred to as "the County"), and the San Luis Obispo County Employees' Association (hereinafter referred to as "Association" or "SLOCEA").
2. Parties agree that pursuant to Article 58, Full Understanding, Modification, Waiver, of the 2004-08 Supervisory Unit Memorandum of Understanding, an amendment to Article 8, Salaries, is hereby added to read as follows:

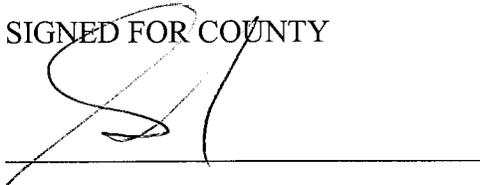
H. Effective May 21, 2006, the following classes will be granted adjustments in their salary ranges in order deal with compaction issues:

Class	Title	Range	Monthly
09625	Water Systems Worker IV	2424	\$4,202-5,106
02901	Chief Wtr Trt Plant Oper – Grade 3	2424	\$4,202-5,106
09624	Asst Water Systems Supt	2681	\$4,647-5,649

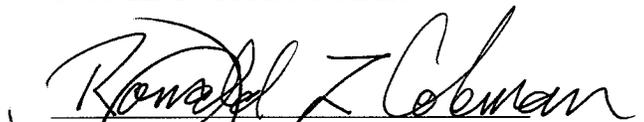
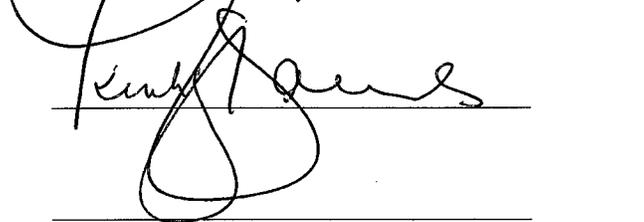
3. Parties agree that pursuant to Article 58, Full Understanding, Modification, Waiver, of the 2004-08 Supervisory Unit Memorandum of Understanding, a new Article 38, Certification Pay, is hereby added to read as follows:

A temporary differential of 5% of base pay shall be paid each pay period to County employees in the Public Works Department who have earned, maintain and are currently triple certified (Certified distribution operator for water distribution systems, Certified water treatment operator, and Certified wastewater treatment operator) to perform work when assigned at a water/waste water treatment plant. This temporary differential will terminate either when an agreement is reached to continue the differential or at the end of FY 2006-07.

SIGNED FOR COUNTY



SIGNED FOR ASSOCIATION

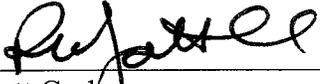
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Date: 5-15-06

Date: 05-15-2006

APPROVED AS TO FORM AND LEGAL EFFECT:

JAMES B. LINDHOLM, JR.
County Counsel

BY: 
Wyatt Cash
Chief Deputy County Counsel

Date: 5-12-06

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