

Department: County Management

Program Contact: Travis Brown

Program Offer Type: Operating

Program Offer Stage: Adopted

Related Programs:
Program Characteristics:

Program Description

The County is committed to cultivating strong and collaborative relationships with our valued labor partners. Central to this commitment is the diligent negotiation and interpretation of our thirteen collective bargaining agreements (CBAs), which cover over 85% of the County workforce. This commitment is further emphasized through open communication and transparency, actively engaging with labor partners through established forums such as Employee Relations Committees and the Employee Benefits Advisory Team. These forums foster collaborative decision-making and ensure that the voices of all stakeholders are heard.

Additionally, recognizing the importance of Diversity, Equity, and Inclusion (DEI), the County has proactively integrated DEI considerations into all facets of labor relations, including CBA negotiations, interpretation, and administration. We are particularly mindful of the impact of these agreements on historically disadvantaged employee groups.

In Fiscal Year 2026, six CBAs will be open for renegotiation, providing an opportunity to further enhance these vital partnerships. They are AFSCME General Unit, ONA, Pharmacists, Physicians, MCCDA, MCPAA.

Additional key functions of Labor Relations include:

- Lead collective bargaining activities, including contract negotiations, interim negotiations, labor contract administration and interpretation.
- Guide development of employee relations programs to create and promote a positive organizational culture, and advocate for fair, respectful treatment of employees.
- Provide internal expertise for dispute resolution, grievance handling, and cooperative problem solving.
- Maintain and develop Personnel Rules; ensure consistent application of CBAs, Personnel Rules, discipline policies, and administer the County's drug and alcohol testing process.
- Coordinate countywide layoff activities and the merit council appeals process; and
- Ensure compliance with federal, state, local laws, rules, regulations and labor agreements, and communicate, train and coach supervisors, managers and department human resources units on these requirements.

Performance Measures

Measure Type	Performance Measure	FY24 Actual	FY25 Budgeted	FY25 Estimate	FY26 Target
Output	Number of labor disputes	188	150	168	170
Outcome	Percentage of labor disputes settled collaboratively	92%	95%	95%	95%

Performance Measures Descriptions

Output and Outcome: Resolving formal and informal labor disputes collaboratively means efficiently addressing concerns without the necessity of arbitration, which can be costly and result in a binding decision not in the County's best interest. The County is now looking to include additional considerations by applying an equity lens when interpreting labor disputes, to ensure the County's position adheres to legal and contractual obligations but also promotes fairness.

Legal / Contractual Obligation

Thirteen labor agreements necessitate contract compliance regarding rates of pay, hours of work, fringe benefits, and other matters pertaining to employment. Federal, State, local laws, rules, and regulations covering wage and hour, discrimination, harassment, labor relations, privacy, employment at will, hiring, defamation, Uniformed Service Employment and Reemployment Rights Act, Health Insurance Portability & Accountability Act and other employment related issues.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Adopted General Fund	Adopted Other Funds
Program Expenses	2025	2025	2026	2026
Personnel	\$1,253,473	\$67,180	\$1,253,968	\$70,719
Contractual Services	\$20,750	\$0	\$20,750	\$0
Materials & Supplies	\$19,394	\$120	\$18,314	\$120
Internal Services	\$18,389	\$118	\$17,364	\$123
Total GF/non-GF	\$1,312,006	\$67,418	\$1,310,396	\$70,962
Program Total:	\$1,379,424		\$1,381,358	
Program FTE	5.35	0.25	4.85	0.25

Program Revenues				
Other / Miscellaneous	\$0	\$67,418	\$0	\$70,962
Total Revenue	\$0	\$67,418	\$0	\$70,962

Explanation of Revenues

This program is supported by the General Fund and the Risk Fund

Significant Program Changes

Last Year this program was: FY 2025: 72018A Central HR Labor Relations

0.50 FTE of the Labor Relations Analyst will be transferred to Program Offer 72019. This position will take on responsibility for Countywide Unemployment Claims processing.