

**Division:** Central Human Resources

**Program Characteristics:**

**Program Description**

The County is committed to cultivating strong and collaborative relationships with our valued labor partners. This commitment is emphasized by fostering open communication and transparency, actively engaging with labor partners through established forums like Employee Relations Committees, and proactively integrating Diversity, Equity, and Inclusion (DEI) considerations into all facets of labor relations.

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.

Key Responsibilities include:

- Leading all contract negotiations (i.e., successor contracts, interim bargaining, memoranda, etc.) and administering labor contracts.
- Providing expertise for dispute resolution, grievance handling, and cooperative problem solving.
- Maintaining and developing Personnel Rules and ensuring consistent application of CBAs, Personnel Rules, and discipline policies.
- Administering the County's drug and alcohol testing process.
- Coordinating countywide layoff activities and the merit council appeals process.
- Ensuring compliance with all relevant federal, state, and local laws and labor agreements.

**Equity Statement**

Staff maintain compliance and apply the County's core values of equity and inclusion. This program addresses inequities in the application of contract provisions, labor laws, and/or personnel policies by ensuring consistency in administration, providing training, and fostering collaboration with labor unions.

**Revenue/Expense Detail**

	<b>2026 General Fund</b>	<b>2026 Other Funds</b>	<b>2027 General Fund</b>	<b>2027 Other Funds</b>
Personnel	\$1,253,968	\$70,719	\$1,324,763	\$73,159
Contractual Services	\$20,750	\$0	\$20,750	\$0
Materials & Supplies	\$18,314	\$120	\$15,746	\$0
Internal Services	\$17,364	\$123	\$22,586	\$128
<b>Total GF/non-GF</b>	<b>\$1,310,396</b>	<b>\$70,962</b>	<b>\$1,383,845</b>	<b>\$73,287</b>
<b>Total Expenses:</b>	<b>\$1,381,358</b>		<b>\$1,457,132</b>	
<b>Program FTE</b>	4.85	0.25	4.85	0.25
<b>Program Revenues</b>				
Other / Miscellaneous	\$0	\$70,962	\$0	\$73,287
<b>Total Revenue</b>	<b>\$0</b>	<b>\$70,962</b>	<b>\$0</b>	<b>\$73,287</b>

**Performance Measures**

<b>Performance Measure</b>	<b>FY25 Actual</b>	<b>FY26 Estimate</b>	<b>FY27 Target</b>
Number of labor disputes	174	170	170
Percentage of labor disputes settled collaboratively	93%	95%	95%