



Program #72018B - Central HR Labor Relations Expanded Support FY 2025 Adopted

Department: County Management **Program Contact:** Cessa Diaz
Program Offer Type: Operating **Program Offer Stage:** Adopted
Related Programs:
Program Characteristics: New Request

Executive Summary

Labor Relations (LR) provides leadership to ensure effective labor-management relationships, appropriate work conditions and legal compliance that balance the rights of employees with County business needs. This program manages 13 labor contracts, representing 86% of the County workforce, and the Personnel Rules (work rules) that apply to all County employees.

Program Description

This program will provide ongoing funding for one HR Manager 2 in Labor Relations (LR). This labor relations manager plays a crucial role in serving key stakeholders and department HR teams. In addition to providing daily support for LR, the County's collective bargaining agreements (CBAs) are reopened for negotiations every year, with Labor Relations playing a key role as the County's primary negotiator. In 2024 seven CBAs will be reopened. The permanent addition of the HR Manager 2 will enable us to maintain our current service levels and allow us to use internal resources for contract negotiations, reducing our reliance on external legal counsel. This approach has proven to be more cost-effective and efficient historically, ensuring a smoother bargaining process.

The LR Manager has been assigned a customer portfolio and is responsible for providing key functions of LR for their customer group. The current LDA incumbent supports the Library and Department of Community Justice with all complex labor relations issues, grievances, and contract negotiations for two department specific Unions.

Key functions of Labor Relations:

- 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.
- Ensure compliance with federal, state, and 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	FY23 Actual	FY24 Budgeted	FY24 Estimate	FY25 Target
Output	Completed successor contract negotiations.	0	0	2	4
Outcome	Percentage of labor disputes settled collaboratively.	94%	95%	100%	95%

Performance Measures Descriptions

Output: Ongoing funding for one (1) FTE will allow the LR team to continue to lead and manage the large majority of successor negotiations in-house which has proven to be a more successful, equitable, and efficient process for both the County and our Union partners. Outcome: Resolving formal and informal labor disputes collaboratively means efficiently addressing concerns without the necessity of grievances or arbitration, which can be costly and result in a binding decision not in the County's best interest.

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	2024	2024	2025	2025
Personnel	\$0	\$0	\$223,073	\$0
Materials & Supplies	\$0	\$0	\$4,146	\$0
Total GF/non-GF	\$0	\$0	\$227,219	\$0
Program Total:	\$0		\$227,219	
Program FTE	0.00	0.00	1.00	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

This program is supported by the General Fund

Significant Program Changes

Last Year this program was: FY 2024: 72061 Labor Relations Expanded Support