

Sacramento County

FY 2014-15 Recommended For Adopted Budget
Supplemental Budget Adjustments Proposed by the County Executive
September 9, 2014

1. County Executive's Cabinet: Add 1.0 FTE Director of Labor Relations position

Over the past several years the number of Represented Employee Organization bargaining units has greatly increased. In addition, the collective bargaining process has become more complex with legislative changes that include mandatory mediation and fact finding in cases of impasse. As a result of the increased complexity and expertise in addressing labor issues while developing labor strategy and having direct access to the County Executive's Office, the County Executive is requesting the creation of a Director of Labor Relations job class. A separate Office of Labor Relations reporting to the County Executive's Office already exists in County Code.

In 2012, the Labor Relations Office was consolidated into the Department of Personnel Services with coordination with County Executive's Office. After the 2013/14 labor contract negotiations, the Labor Relations Office acted with great autonomy and received direction from the County Executive's Office with coordination with Personnel Services. In reviewing this relationship, the County Executive's Office believed the prior structure served the needs of the County in the most efficient manner. However, under this proposed structure, there will remain a strong coordination between the County Executive's Office, the Labor Relations Office and the Department of Personnel Services in the labor management function.

Therefore, it is being recommended that the Department of Personnel Services establish the class of Director of Labor Relations with an entry step/salary range of 7/7477 and add 1.0 FTE Director of Labor Relations position to the Office of Labor Relations within the County Executive's Cabinet. No appropriation adjustment is being requested at this time. Once the Director of Labor Relations is appointed, the position of Labor Relations Manager will be deleted from the Department of Personnel Services to partially offset the cost of the new Director position. The annual salary and benefit cost, at top step, of the Director of Labor Relations is approximately \$30,590 higher than the salary and benefits cost of the Labor Relations Manager position. The increased cost for the remainder of this fiscal year (9 months) is about \$22,943 and will be absorbed within the County Executive's Cabinet FY 2014/15 Budget.