



MEMORANDUM

Date: May 6, 2019

To: The Honorable Chairman and Members
Pima County Board of Supervisors

From: C.H. Huckelberry
County Administrator

A handwritten signature in black ink, appearing to read "CHH", is written over the printed name "C.H. Huckelberry".

Re: **May 21, 2019 Board of Supervisors Agenda – Meet and Confer Agreements**

Two Meet and Confer Agreements will be presented to the Board for review and approval on the May 21, 2019 Board of Supervisors Agenda. These are as follows:

- a) For the first time, a meet and confer agreement has been reached with the Pima County Deputy Sheriff's Association (PCDSA), this agreement has been reached and all points in the agreement have been agreed to by consensus of both parties. Therefore, the agreement as submitted is recommended for approval.
- b) The American Federation of State, County and Municipal Employees (AFSCME) 2019/20 Memorandum of Understanding for Meet and Confer – Consensus was reached on a number of points, but consensus was not reached on subjects as listed in the attached May 2, 2019 from the Human Resources Director. Please note that three of the non-consensus items were tabled for additional review by County Management and AFSCME. I recommend the Meet and Confer proposal for AFSCME be approved by the Board of Supervisors.

CHH/anc

Attachment

c: Tom Burke, Deputy County Administrator for Administration
Cathy Bohland, Director, Human Resources

Date: May 2, 2019

To: C.H. Huckelberry
County Administrator

From: Cathy Bohland, Director
Human Resources

Via: Tom Burke, Deputy County Administrator for Administration

Re: AFSCME FY 2019/20 MOU Meet and Confer – Informational Only

The American Federation of State, County and Municipal Employees (“AFSCME”) and the County Management team have held regular Meet and Confer meetings since March 20, 2019, to create the Fiscal Year 2019/20 Memorandum of Understanding (“MOU”), as required by Pima County Code 2007-01 (“Code”). Per the Code, the parties are to develop *mutual* recommendations for the MOU for submission to the Board of Supervisors. (Code at § 2.20.050(A)) The parties made effective progress this year. Below is a re-cap of items discussed.

1. Consensus Reached:

- a. Section 1-1, Union Rights, (2) Employees may withdraw dues deduction at any time.
- b. Section 1-2, Right to Representation, (1)(A) and (B) – Formatting changes
- c. Section 1-4, County/Union-Related Business, (B)(1) – Added assistance to employees in training and employee concerns. Formatting changes
- d. Section 2-2, Dispute Resolution, (2)(J) - Human Resources shall maintain documents in file separate from official personnel file.
- e. 2-2, Dispute Resolution, (3)(A) – Eligible employees may have representation during the first step of the dispute process.
- f. 3-1, Wages – Recommendations forwarded to the Board of Supervisors for consideration.
- g. 3-6, Salary Range Adjustments – Removed section as addressed in Section 3-1, Wages.
- h. Section 5-4, CAT Bank – Removed Section due to discontinuation of the CAT Bank Program.
- i. Term of MOU – For any conflicts between existing County directives and the MOU, the MOU will take precedence, to the extent permitted by law.

2. Consensus Not Reached:

- a. Section 1-2, Right to Representation – Proposal to expand the right of representation.
- b. Section 3-1, Wages – Proposal to remove the term “County wide” and replace with “AFSCME eligible bargaining unit.”
- c. Sections 5-1, 5-2, 5-3 – Proposal to remove these Sections as these items are already incorporated in County policies.
- d. Section 5-4 – Proposal to add Sick Leave Program. (Tabled) Per the directive of the Board of Supervisors, any recommendations will be brought back to the Board of Supervisors by July 30, 2019.)
- e. Personnel Policy 8-102, *Premium Pay* – Proposal to increase on-call pay from \$1.30/hour to \$1.45/hour. (Tabled) Human Resources will review how on-call pay is managed and make recommendations to the existing policy, prior to implementing any increases.
- f. Personnel Policy 8-102, *Premium Pay* – Proposal to create an overtime rotation list. (Tabled)

May 2, 2019

Mr. Huckelberry

Re: AFSCME FY2019/20 MOU Meet and Confer – Informational Only

Page 2

Human Resources will review how over-time is managed and discuss with AFSCME, prior to making any changes to the policy.

The parties have acted in good faith in the Meet and Confer process and will continue to meet to discuss the tabled items and provide progress updates or recommendations to the County Administrator. The proposed agreed upon FY2019/20 MOU will be placed on the May 21, 2019, agenda for approval by the Board of Supervisors.