



Legislation Details (With Board Report)

File #: RES 21-901 **Name:** New Labor Group A-OS, B-OSS, & SPD
Type: General Agenda Item **Status:** Passed - Human Resources Department
File created: 10/18/2021 **In control:** Board of Supervisors
On agenda: 10/26/2021 **Final action:** 10/26/2021

Title: Adopt a Resolution to:
a. Establish Unit A-OS and Unit B-OSS as new bargaining units for Deputy Sheriff-Operations and Sheriff's Investigative Sergeant classifications now represented by the County of Monterey Patrol Association;
b. Amend Personnel Policies and Practices Resolution No. 98-394 Section VI Employee/Bargaining Units to add Unit A-OS, Unit B-OSS and Unit SPD (Staff Nurse II - Per Diem and Nurse Practitioner III - Per Diem classifications); and
c. Direct the Human Resources Department to create Unit A-OS, Unit B-OSS and Unit SPD in the HRM Advantage System.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. Attachment A - PPPR Redline (1) (002), 3. Attachment B - PPPR Clean, 4. Attachment C - HR PPPR Amendment Resolution, 5. Completed Board Order Item No. 27, 6. Completed Resolution Item No. 27

Date	Ver.	Action By	Action	Result
10/26/2021	1	Board of Supervisors		

Adopt a Resolution to:

- a. Establish Unit A-OS and Unit B-OSS as new bargaining units for Deputy Sheriff-Operations and Sheriff's Investigative Sergeant classifications now represented by the County of Monterey Patrol Association;
- b. Amend Personnel Policies and Practices Resolution No. 98-394 Section VI Employee/Bargaining Units to add Unit A-OS, Unit B-OSS and Unit SPD (Staff Nurse II - Per Diem and Nurse Practitioner III - Per Diem classifications); and
- c. Direct the Human Resources Department to create Unit A-OS, Unit B-OSS and Unit SPD in the HRM Advantage System.

RECOMMENDATION:

It is recommended that the Board of Supervisors take the following action:

Adopt a resolution to:

- a. Establish Unit A-OS and Unit B-OSS as new bargaining units for Deputy Sheriff-Operations and Sheriff's Investigative Sergeant classifications now represented by the County of Monterey Patrol Association;
- b. Amend Personnel Policies & Practices Resolution (PPPR) No. 98-394 Section VI Employee/Bargaining Units to add Unit A-OS, Unit B-OSS and Unit SPD (Staff Nurse II - Per Diem and Nurse Practitioner III - Per Diem classifications); and
- c. Direct the Human Resources Department to create Unit A-OS, Unit B-OSS and Unit SPD in the HRM Advantage System.

SUMMARY/DISCUSSION:

On March 30, 2021 the County of Monterey Patrol Association (COMPAs) submitted a petition to represent the Deputy Sheriff-Operations and Sheriff’s Investigative Sergeant classifications, along with supporting documentation. An election was conducted by State Mediation and Conciliation Services and pursuant to the County’s Employer-Employee Relations Resolution No. 10-041, the County recognized COMPAs as the exclusive representative for these classifications as of October 12, 2021.

As part of the implementation, the Human Resources Department is requesting to amend the PPPR to add Unit A-OS and Unit B-OSS and move the Deputy Sheriff-Operations classification to Unit A-OS and the Sheriff’s Investigative Sergeant classification to Unit B-OSS.

Additionally, the Board recognized the California Nurses Association (CNA) as the exclusive representative for Staff Nurse II - Per Diem and Nurse Practitioner III - Per Diem classifications effective June 8, 2021 and approved the creation of Unit SPD for these classifications on August 24, 2021. At that time, the PPPR was not amended to add Unit SPD. As such, the Human Resources Department requests to add Unit SPD to PPPR Section VI Employee/Bargaining Units.

Therefore, it is recommended that the Board of Supervisors adopt the resolution and approve the actions.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has consulted with the County Administrative Office and Office of the County Counsel.

FINANCING:

There are no costs associated with this action.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared By: Ariana Hurtado, Human Resources Program Manager, 784-5638

Approved By: Irma Ramirez-Bough, Director of Human Resources, 755-5043

Attachments:

Board Report

A - Proposed Redline PPPR Section VI Employee/Bargaining Units

B - Clean Proposed PPPR Section VI Employee/Bargaining Units

C - Resolution