



COUNTY ADMINISTRATOR
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MEMORANDUM

TO: Conan Smith
Chair, Ways & Means Committee

FROM: Diane M. Heidt
Human Resources / Labor Relations Director

THROUGH: Robert E. Guenzel
Washtenaw County Administrator

RE: Tentative Agreement – ***Assistant Prosecutors Association***

DATE: October 21, 2009

Recommended Action:

The Negotiating Team recommends approval of the Resolution approving the Union ratified agreement with the Assistant Prosecutors Association regarding economic concessions for 2010 and 2011.

Background:

In early 2009, Washtenaw County announced that it was facing a \$26+ million deficit over the next budget cycle (2010-2011). The Board of Commissioners instructed Administration to take a multi-faceted approach to bring the budget into balance, including review of revenue generation options, reducing the cost of doing business, organizational restructuring, collaborations, service level reductions in both mandated and non-mandated programs, elimination of non-mandated programs, as well as employee compensation & benefits.

Options that have been identified to assist in balancing the budget in the area of employee compensation & benefits include a review of positions, salaries & work hours, time off banks, healthcare benefits, pension, as well as several other miscellaneous items. Additionally, the County's interests in evaluating all options in balancing the budget include:

- Minimize loss of jobs
- Maintain services and programs for the community
- Long-term structural cost savings to assist with long-term fiscal stability
- Short-term cost reductions to assist in balancing General Fund budget
- Offer reasonable pay and benefit levels using comparables with other entities
- Consistency and equity with all employee groups
- Avoid staff compression

To that end, Administration and Labor Relations have been meeting with the labor leaders of Washtenaw County's seventeen (17) bargaining units on a biweekly basis through the Labor Management Team (LMT). The purpose of these meetings has been to provide and share all of the budgetary information with LMT membership as soon as it becomes available. Therefore, all information that has been presented to the Board of Commissioners, Department Heads and County Management & Support Group has been shared with LMT. It has been important to meet biweekly to share information, as well as provide an opportunity for questions, concerns and input from the team.

In May, 2009, a formal request was made to the Assistant Prosecutors Association (both units) and Public Defenders Association (both units), to enter into negotiations with Washtenaw County regarding economic matters affecting Washtenaw County. Items for discussion would be in the area of employee compensation and benefits for the two year period of 2010 and 2011.

All units of the Assistant Prosecutors Association agreed to enter into such discussions collectively with the Employer to partner in making economic concessions with the goal of saving jobs and maintaining services to the citizens of Washtenaw County.

The Assistant Prosecutors Association consists of the following units:

"All duly appointed Assistant Prosecuting Attorneys for Washtenaw County excluding the Chief Assistant Prosecuting Attorney, Deputy Chief Assistant Prosecuting Attorney, First Assistants and Senior Assistant."

"All duly appointed Supervisor Unit Attorneys for Washtenaw County including the First Assistants and Senior Assistant."

By way of the current negotiated language of the Public Defenders Association collective bargaining agreement, parity shall be maintained for the Public Defenders Association (both units) in the areas of wages and benefits.

The Public Defenders Association consists of the following units:

The Washtenaw Public Defenders Association consists of two units, the non-supervisory employees and supervisors excluding the Chief

Assistant Public Defender. The non-supervisory employees unit consists of the Assistant Public Defenders I, II, and III. The Supervisors unit consists of those employees responsible for supervising Assistant Public Defenders, including First Assistant Public Defenders I and II, and the Senior Assistant Public Defender but excluding the Chief Assistant Public Defender.

The Union has ratified an agreement.

The Union and its leadership should be commended in partnering with the Employer during a period of having a closed-contract with the goal of saving jobs and services to the citizens of Washtenaw County. Both teams presented creative options for discussion during this process in an effort to meet both the Union's and Employer interests.

Discussion:

The terms and conditions of the ratified agreement are set forth in the attachment to the Resolution. The highlights are as follows:

WAGES

2010 Cancel agreed to across-the-board salary increases
➤ 1/1/2010 (1.5%)
➤ 7/1/2010 (1.5%)

1/1/2011 0%

STEP INCREASES / IN-RANGE PROGRESSION

2010 Forgo step increases or in-range increases
2011 Forgo step increases or in-range increases

HEALTHCARE

Effective 1/1/2010

- Premium sharing - \$40/month (pre-tax)
- Prescriptions \$5 generic / \$30 brand name
- \$15 office visits
- \$20 chiropractic
- \$75 emergency room rider

FURLOUGH DAYS w/out PAY

2010 6 furlough days
2011 7 furlough days

OTHER

- Agree to extend contract through end of 2011
- Increase comp time bank maximum to 75 hours
- Allow current employees to purchase prior service at the current rate through 2012. Therefore, employees must commence payment prior to 1/1/11, with payment concluded by 12/31/12
- Sunset provision that furlough days & healthcare concessions will end as of 12/31/2011
- Agree to increase maximum point in 2012 for APAs topped out

All other provisions of the collective bargaining agreement apply through 12/31/2011.

Impact on Human Resources:

This agreement contributes to the overall job savings in Washtenaw County.

Impact on Budget:

Total projected all county savings of \$623K over two years. A portion of this will be general fund savings and has been considered as part of the 2010/2011 budget.

Impact on Other County Departments or Outside Agencies:

None

Conformity to County Policies:

Proposed tentative agreement conforms to County policies.

A RESOLUTION APPROVING THE AGREEMENT WITH THE ASSISTANT PROSECUTORS ASSOCIATION, PUBLIC DEFENDERS ASSOCIATION AND WASHTENAW COUNTY FOR THE TWO YEAR PERIOD JANUARY 1, 2010 THROUGH DECEMBER 31, 2011 REGARDING ECONOMIC CONCESSIONS

WASHTENAW COUNTY BOARD OF COMMISSIONERS

October 21, 2009

WHEREAS, in early 2009, Washtenaw County announced that it was facing a \$26+ million deficit over the next budget cycle (2010-2011); and

WHEREAS, the Board of Commissioners instructed Administration to take a multi-faceted approach to bring the budget into balance, including review of revenue generation options, reducing the cost of doing business, organizational restructuring, collaborations, service level reductions in both mandated and non-mandated programs, elimination of non-mandated programs, as well as employee compensation & benefits; and

WHEREAS, options identified to assist in balancing the budget were in the area of employee compensation & benefits include a review of positions, salaries & work hours, time off banks, healthcare benefits, pension, as well as several other miscellaneous items; and

WHEREAS, the County's interests in evaluating all options in balancing the budget include:

- Minimize loss of jobs
- Maintain services and programs for the community
- Long-term structural cost savings to assist with long-term fiscal stability
- Short-term cost reductions to assist in balancing General Fund budget
- Offer reasonable pay and benefit levels using comparables with other entities
- Consistency and equity with all employee groups
- Avoid staff compression; and

WHEREAS, Administration and Labor Relations have been meeting with the labor leaders of Washtenaw County's seventeen (17) bargaining units on a biweekly basis through the Labor Management Team (LMT), with the purpose of these meetings being to provide and share all of the budgetary information with LMT membership as soon as it becomes available; and

WHEREAS, all information that has been presented to the Board of Commissioners, Department Heads and County Management & Support Group has been shared with LMT, providing opportunities for questions, concerns and input from the team; and

WHERE, in May, 2009, a formal request was made to the Assistant Prosecutors Association (both units) and Public Defenders Association (both units), to enter into negotiations with Washtenaw County regarding economic matters affecting Washtenaw County. Items for discussion would be in the area of employee compensation and benefits for the two year period of 2010 and 2011; and

WHEREAS, by way of the current negotiated language of the Public Defenders Association collective bargaining agreement, parity shall be maintained for the Public Defenders Association (both units) in the areas of wages and benefits; and

WHEREAS, the teams have reached a two year agreement (2010/11) and the Union has ratified the tentative agreement; and

WHEREAS, the Union and its leadership should be commended in partnering with the Employer during a period of having a closed-contract with the goal of saving jobs and services to the citizens of Washtenaw County. Both teams presented creative options for discussion during this process in an effort to meet both the Union's and Employer interests.

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby approves the economic concessions tentative agreement with Assistant Prosecutors Association, Public Defenders Association and Washtenaw County for the period January 1, 2010 through December 31, 2011 as attached hereto and made a part hereof

WASHTENAW COUNTY & ASSISTANT PROSECUTORS ASSOCIATION / PUBLIC DEFENDERS ASSOCIATION
Economic Concessions / Tentative Agreement

WAGES

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