

**HUMAN RESOURCES DEPARTMENT**

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Date: September 8, 2021  
To: Board of Supervisors  
From: Mary J. Thee, Human Resources Director/Asst. County Administrator  
Subject: Extension of PPME, Teamster & AFSCME Contracts

The County was scheduled this fall to negotiate contracts with PPME, Teamsters, and AFSCME. Two of the units reached out to suggest an extension of the contracts. The current economy is in flux due to the pandemic. The CPI in July was at 5.9%. The law regarding negotiation caps what an arbitrator can award these non-public safety units based on the CPI or 3%, whichever is lower. If we were to go to arbitration in January, 2022 the arbitrator would view the current trend of CPI and per PERB's chart would see the CPI at 5.9% (as is lags 6 months). The assumption would be that we'd see an award of 3%. Based on those predictions we're recommending a one year extension of the open contracts and GWI of 3% on July 1, 2022. The remainder of the contracts remain unchanged. All three units have ratified this extension.

If you have additional questions about the terms of the agreement, please let me know.

Cc: Mahesh Sharma, County Administrator