

**TESTIMONY ON BEHALF OF COUNTY EXECUTIVE MARC ELRICH
ON BILL 19-20E – ADMINISTRATION – COUNTY EXECUTIVE – OFFICE
OF LABOR RELATIONS – ESTABLISHED**

May 5, 2020

Good afternoon Council President and Councilmembers, my name is Dale Tibbitts, Special Assistant to the County Executive. It is a pleasure for me to appear before you on behalf of the County Executive in support of Bill 19-20E. The Executive's position is as follows:

Bill 19-20E would create an Office of Labor Relations in the Executive Branch and transfer certain duties and positions from the Office of Human Resources to the Office of Labor Relations. As you recall, last year, the County Executive proposed and the County Council approved a new non-merit Question A position, Chief Labor Relations Officer. In creating the Chief Labor Relations Officer position, it has been the County Executive's intent to place greater emphasis on the role and importance of labor-management relations in the County as well as to make labor-management relations processes more efficient and effective. That has been successful.

This new office would work to increase collaboration and positive resolution of labor and employee relations issues, and potentially lessening conflict and litigation. The Office would be led by the current Chief Labor Relations Officer and have 7 employees whose roles are more properly within the scope of labor relations transferred from the Office of Human Resources.

Although the Office would be in the Office of the County Executive, it would be considered separate from the Office of the County Executive for purposes of budgeting and any reduction-in-force.

The Office of Management and Budget have determined this is a cost neutral effort and the Office of the County Attorney has determined there are no legal issues with this bill.