



# Labor Relations

## APPROVED FY21 BUDGET

\$1,505,670

## FULL TIME EQUIVALENTS

8.00

 STEVEN SLUCHANSKY, CHIEF LABOR RELATIONS OFFICER

## MISSION STATEMENT


Fostering high-performing labor-management relationships through the use of collaborative and interest-based methods that demonstrate the possibilities of effective labor-management partnership and confirm the value of the County's workforce.

## COUNTY PRIORITY OUTCOMES

While this program area supports all seven of the County Executive's Priority Outcomes, the following is emphasized:

 **Effective, Sustainable Government**

## INITIATIVES

 Foster and facilitate more high-performing Labor Management Relations Committees at both the department and County-wide level.

## PROGRAM CONTACTS

Contact Steven Sluchansky of the Office of Labor Relations at 240.777.5073 or Corey Orlosky of the Office of Management and Budget at 240.777.2762 for more information regarding this department's operating budget.

## PROGRAM DESCRIPTIONS

### Labor Relations

The Office of Labor Relations (OLR) administers the County's labor and employee relations programs. This includes conducting collective bargaining with the three County unions and volunteer Fire Fighters; administering and ensuring compliance with collective bargaining agreements (CBAs) and other labor-management agreements and personnel regulations; managing collaborative labor-management programs and joint initiatives, including Labor-Management Relations Committees (LMRCs) and other joint committees; administering grievance and dispute procedures, including both negotiated and regulatory, including the Alternative Dispute Resolution and Conflict Facilitation processes, and facilitating the timely resolution of workplace disputes; advising County managers on CBA issues, personnel policies and procedures, and employee relations matters; conducting training for County managers and employees on labor-management and employee relations topics.

## BUDGET SUMMARY

	Actual FY19	Budget FY20	Estimate FY20	Approved FY21	%Chg Bud/App
<b>COUNTY GENERAL FUND</b>					
<b>EXPENDITURES</b>					
Salaries and Wages	0	0	0	899,060	—
Employee Benefits	0	0	0	228,580	—
<b>County General Fund Personnel Costs</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,127,640</b>	<b>—</b>
Operating Expenses	0	0	0	378,030	—
<b>County General Fund Expenditures</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,505,670</b>	<b>—</b>
<b>PERSONNEL</b>					
Full-Time	0	0	0	8	—
Part-Time	0	0	0	0	—
FTEs	0.00	0.00	0.00	8.00	—

## FY21 APPROVED CHANGES

	Expenditures	FTEs
<b>COUNTY GENERAL FUND</b>		
<b>FY20 ORIGINAL APPROPRIATION</b>	<b>0</b>	<b>0.00</b>
<b><u>Changes (with service impacts)</u></b>		
Add: Labor Management Relations Committee Support [Labor Relations]	83,377	1.00
Reduce: Labor Management Relations Committee Support - Council rejection [Labor Relations]	(83,377)	(1.00)
<b><u>Other Adjustments (with no service impacts)</u></b>		
Shift: Labor and Employee Relations Team from Office of Human Resources [Labor Relations]	1,036,225	5.00
Shift: Labor and Employee Relations Team from Department of Police [Labor Relations]	307,140	2.00
Shift: Chief Labor Relations Officer from County Executive's Office [Labor Relations]	161,949	1.00
Increase Cost: FY21 Compensation Adjustment [Labor Relations]	20,412	0.00
Decrease Cost: Annualization of FY20 Personnel Costs	(706)	0.00
Decrease Cost: Council Compensation Adjustment	(19,350)	0.00
<b>FY21 APPROVED</b>	<b>1,505,670</b>	<b>8.00</b>

## FUNDING PARAMETER ITEMS

CC APPROVED (\$000S)

Title	FY21	FY22	FY23	FY24	FY25	FY26
<b>COUNTY GENERAL FUND</b>						
<b>EXPENDITURES</b>						
<b>FY21 Approved</b>	<b>1,506</b>	<b>1,506</b>	<b>1,506</b>	<b>1,506</b>	<b>1,506</b>	<b>1,506</b>
<b>Subtotal Expenditures</b>	<b>1,506</b>	<b>1,506</b>	<b>1,506</b>	<b>1,506</b>	<b>1,506</b>	<b>1,506</b>

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## ANNUALIZATION OF FULL PERSONNEL COSTS

	FY21 Approved		FY22 Annualized	
	Expenditures	FTEs	Expenditures	FTEs
Labor Management Relations Committee Support	83,377	1.00	111,169	1.00
Labor Management Relations Committee Support - Council rejection	(83,377)	(1.00)	(111,169)	(1.00)

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