



**MEMO TO:** County Council Members

**CC:** Satpal Sidhu, County Executive  
Tyler Schroeder, Deputy Executive

**FROM:** Melissa Keeley, Employee Relations Manager

**DATE:** November 25, 2020

**SUBJECT:** PROTEC17 Collective Bargaining Agreement 2021

A handwritten signature in blue ink, appearing to read "M. Keeley", is written over the "CC:" and "FROM:" lines of the memo.

---

The County and Union have agreed to renew all terms and conditions of the 2019-2020 Collective Bargaining Agreement through 2021 with a few amendments. We are pleased to have reached a quick settlement agreement consistent with budget authority.

The collective bargaining agreement represents 21 professional and technical employees in the Health Department.

Highlights are summarized below:

#### **Wages**

- 2020 Salary Matrices shall remain as is. No cost of living increases.

#### **Health and Welfare Benefits**

- Transition from self-insured medical plan to Teamsters Medical Plan B.

#### **Future Cost Savings**

- County agrees to consider future necessary cost savings in the following order
  - Hiring freeze;
  - Reduction of Expenditures;
  - Furloughs and closure days; subject to good faith bargaining as required;
  - As a last resort and only if necessary, layoffs

I'm available to answer any questions at extension 5309 or by email.