

MEETING NOTES

BOARD OF DIRECTORS PERSONNEL COMMITTEE MEETING **DELTA DIABLO**

WEDNESDAY, MAY 29, 2019
11:00 A.M.

The meeting was called to order by Committee Chair Federal Glover on Wednesday, May 29, 2019 at 11:05 am in the Contra Costa County Office of District 5 Supervisor, 190 East Fourth Street, Pittsburg, California. Also present were Vince De Lange, General Manager; Dean Eckerson, Resource Recovery Services Director; Cheryl Rhodes Alexander, Human Resources and Risk Manager, and Cecelia Nichols-Fritzler, Office Manager/Secretary to the Board.

PUBLIC COMMENTS

None.

REVIEW AND COMMENT ON OPERATIONS AND MAINTENANCE (O&M) **REPRESENTATION UNIT SIDE LETTER AGREEMENT, WORK PERIODS**

Mr. Eckerson provided an overview of the current Work Periods as defined in the O&M Memorandum of Understanding (MOU). He explained that Section II.2 Work Periods of the MOU defines the start and end times for the different shifts that O&M personnel are assigned to work.

Mr. Eckerson provided background on a one-year pilot program that O&M and the District agreed to in September 2017. The pilot program evaluated the benefits and impacts associated with modifying work periods with earlier start times (i.e., 6:00 am versus current 7:00 am for Wastewater operators). Based on feedback and evaluations at the three-month and conclusion of the pilot program periods, the change in work periods met established goals with one minor outstanding concern regarding reduced opportunity for communications and interactions between the Operations Supervisor and night shift operators. This issue will be monitored going forward and does not appear to be detrimental to facility operations. Management met and conferred with O&M representatives on May 15, 2019 and is recommending that the change be implemented via a Side Letter Agreement (SLA) to Section II.2 Work Periods of the current MOU. Chair Glover asked if the Bargaining Unit is amenable to the proposed change. Mr. Eckerson affirmed that Operations staff supports the earlier 6:00 am start time.

Chair Glover thanked Mr. Eckerson for the report and recommended that the item be submitted brought to the full Board at its June 12, 2019 meeting.

ADJOURNMENT

The meeting was adjourned by Chair Glover at 11:12 am.

(Recording Secretary: Cecelia Nichols-Fritzler)