



Napa County

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Legislation Text

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TO: Board of Supervisors

FROM: Christine Briceño, Director of Human Resources

REPORT BY: Joy Cadiz, Senior Human Resources Analyst

SUBJECT: Board of Supervisors Action to Adopt Napa County Employee Relations Panel's Recommendation to Name the Napa County Probation Professionals Association as the Representative Organization for the Non-Supervisory Probation Bargaining Unit and the Supervisory Probation Bargaining Unit

RECOMMENDATION

Director of Human Resources, on behalf of the Napa County Employee Relations Panel, requests the Board of Supervisors adopt the Employee Relations Panel recommendation to name the Napa County Probation Professionals Association as the representative organization of the Non-Supervisory Probation Bargaining Unit and the Supervisory Probation Bargaining Unit, effective May 17, 2022.

EXECUTIVE SUMMARY

If approved, the requested action recognizes the Napa County Probation Professionals Association (NCPA) as the representative organization for the new bargaining units consisting of non-supervisory Probation Officers and Juvenile Hall Counselors, and supervisory Probation Officers and Juvenile Hall Counselors.

After conducting a representative election for the Non-Supervisory Probation Bargaining Unit and the Supervisory Probation Bargaining Unit, both units overwhelmingly selected NCPA to serve as their representative organization. On April 23, 2022, the Employee Relations Panel (ERP) met and accepted results of the election based on a majority of the votes cast at both elections and recommended that the Board certify NCPA as the recognized employee organization for the Non-Supervisory Probation Bargaining Unit and the Supervisory Probation Bargaining Unit pursuant to Article XIII of Napa County Policy 37A.

FISCAL & STRATEGIC PLAN IMPACT

Is there a Fiscal Impact? No

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

On December 3, 2019, Napa County Probation Professionals Association (NCPA) submitted Petitions for Unit Modifications, for a Non-Supervisory and Supervisory Probation Unit. On January 27, 2022, the Employee Relations Panel (ERP) held an Evidentiary Hearing to determine whether the County's current representation units should be modified. The ERP voted unanimously to recommend unit modifications for both units, a Non-Supervisory Probation Unit and a Supervisory Probation Unit to the Board of Supervisors. On March 1, 2022, the Board accepted the ERP recommendations, and directed that a representation election be conducted for both units.

The Napa County Clerk conducted representation elections for the Non-Supervisory Probation Unit and the Supervisory Probation Unit. On April 14, 2022, the Napa County Clerk counted the votes for the Non-Supervisory Probation Unit. The Non-Supervisory Probation Unit overwhelmingly selected NCPA to serve as their representative organization. On April 14, 2022, the Napa County Clerk counted the votes for the Supervisory Probation Unit. The Supervisory Probation Unit overwhelmingly selected NCPA to serve as their representative organization.

On April 23, 2022, the ERP met and accepted the results of the elections. Based on a majority of the votes cast at both elections, the ERP voted to recommend that the Board certify NCPA as the recognized employee organization for both the Non-Supervisory Probation Bargaining Unit and the Supervisory Probation Bargaining Unit, pursuant to Article XIII of Napa County Policy 37A.

Therefore, Director of Human Resources, on behalf of the Napa County Employee Relations Panel, requests the Board of Supervisors adopt the Employee Relations Panel recommendation to name the Napa County Probation Professionals Association as the representative organization of the Non-Supervisory Probation Bargaining Unit and the Supervisory Probation Bargaining Unit, effective May 17, 2022.