

Employee Relations

Management Update June 2023



Adam Landers

Employee Relations Mgr.
858-974-2019 - Desk



Matt Rankin

Sr. DHRO
858-974-2041 - Desk



Maria-Elena Davidson

DHRO
858-974-2448 - Desk

Employee Relations Purpose, Management & Labor Insights

Agenda



Breakout Group



What are Factors that Affect Negotiations?

Negotiations Factors

**Political
Climate**

Economy

**Relationship
(CoSD + Union)**

Communication

Clarity

**Data, Trends,
Calculations**

Purpose *(Advisory Role)*

Protect Employment Rights

- Employees / Supervisors / Managers
- Associations / Unions

Resolve Disputes - MOA / Comp Ordinance

- Wages / Hours / Working Conditions



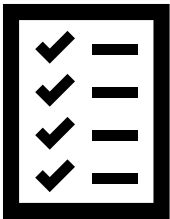
Labor Relations & Collective Bargaining

County/Dept + Unions Are Required to Meet in Good Faith

- Mutually Work Out Problems in Advance –
- Not in Courts

Example of Good Faith Bargaining

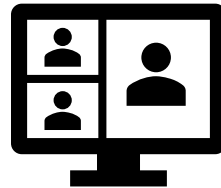
Policy Change



Impacts?

Hours Wages Working
Conditions

Meet Discuss/Confer



**Send Policy to
DSA / Union**

Issues / Solutions?

Agreement



Implementation

New Policy

Stakeholders



Nora Vargas
District 1
Chair



Joel Anderson
District 2



Terra
Lawson-Remer
District 3
Vice Chair



Vacant
District 4



Jim Desmond
District 5

Board of Supervisors

County Labor Relations



DSA

SEIU

Teamsters

Departments

Sheriff

HHSA

Probation



Who are your Stakeholders?

What are some Politics Involved?

What will the DSA will ask?

Night Shift Premium

Breakout Group

Impact *(Night Shift Premium)*

Stakeholders

- OTS, BOS, CAO, Dir DHR,
- PSG DCAO, County LR, HRSB A/S

Politics Involved

- Is it the Right Time?
- Do you have Support?

DSA

- WHAT - No SM!?!
- Now Compaction with Lts & Captains!

- **CoSD** - Contract is Signed!
- **PSG** - It Costs Too Much!
- **Sheriff** - Spends Political Capital

Labor Issue #2:

MOT Directive

- Who are your Stakeholders?
- Effects on Hours, Wages, Working Conditions?
- What will the DSA will Ask?



Impact *(MOT Directive)*

Stakeholders

- Do you have Stakeholder Buy-In?
- OTS, AS, Bureau, DSA, County LRO, & PSG

Hours, Wages, Working Conditions - Effects All 3

- How will it effect your new Night Premium?
- Can your Bureau Pay?
- How Will you determine who goes First? Seniority?
- How will you notify Staff

DSA

- WHAT - No SM!?!
- Now Compaction with Lts & Captains!

Impact *(MOT Directive)*

DSA – Think of it as a Policy

- Does your MOT Policy answer all the Questions/Scenarios?
- What is your message?
 - Do you have good reason?
- Does the Sheriff or County have the Authority?
- Staff Buy In? Does it hold Water

Number one question?

- When will it end?

Stages of Policy Development

Is there a Problem to Address or New Law?

- Need for a Policy

Policy Analysis

- Purpose, Definition of Terms, are other policies effected, Specifics, Responsibilities, Effective Date
- Implementation Strategy

Stakeholder Support

- Executive Supporter
- Get it on the Agenda

Updates / Revisions

- Include DSA & Unions



SAN DIEGO COUNTY SHERIFF

Thank You

👤 Adam Landers

📱 +1 858 974 2019

✉️ Adam.Landers@sdsheriff.org



Share **Three** **Management** **Practices or** **Assessments**

You perform when taking
over a:

Command
Facility
Station
Division, etc...

Taking Command

New Management Assignment



Observe Practices, Culture, Personalities?



What is the Teams Communication Style? Or Your Boss'?



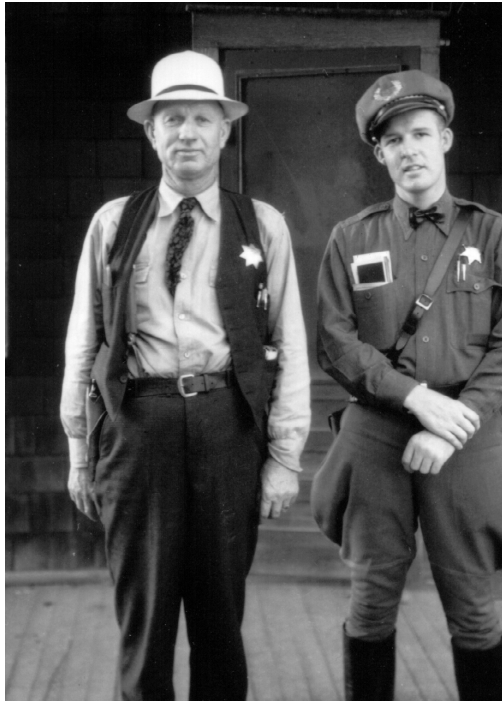
What are Executives Expectations?



When should changes be Immediate or Gradual?

Taking Command

New Management Assignment



What is the Business Cycle?

BOS & SOPC

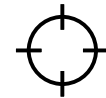
City Council Meetings,

Budget / FY Ends

Position Management Deadline



Management Oversight Tools and Metrics



Assess Risk – Single Points of Failure

Has Performance been
Managed well?

What are Hot issues for the
Division/Unit.

Final Thought



Career Preparation and Planning

"The person who starts the race is not the same person who finishes the race".

-Marathon Spectator Sign

"No marathon gets easier later. The halfway point only marks the end of the beginning."

-Joe Henderson