



**COUNTY OF LAKE
HUMAN RESOURCES**

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Kathy Ferguson
Director

Sarah Jansen
Deputy Director
/

January 26, 2018

W. Robert Phibbs
Attorney at Law
12424 N. West Lane
Lodi, CA 95240

Dear Attorney Phibbs:

I am in receipt of the petition on behalf of the Lake County Sheriff Management Association (LCSMA) for recognition as the exclusively recognized employee organization for Sheriff's Management.

Please note that the County Code Chapter 14, Article II, Division 1, Section 44.1 states in part (emphasis added):

"However, nothing contained herein shall be deemed to supersede the provisions of State law, County ordinances, **resolution, or rules which establish and regulate the merit system or **which provide for other methods of administering employee-employer relations.**"**

Management staff, including law enforcement management, is currently covered by Resolution number 2018-01 for their salaries and fringe benefits, and as such the provisions of Chapter 14 Article II do not apply. Confidential and Management staff in Lake County have always been covered by Resolution, so there is not now, nor has there ever been any Recognized Employee Organization representing any Lake County management employees, including law enforcement management.

The Law Enforcement Management group exists. As I understand your request, you are asking for the Board of Supervisors to convert this group from being covered by a resolution to be covered by a Memorandum of Understanding. Such request should be made directly to the Board of Supervisors for discussion in open session. Please submit such request to the Assistant Clerk of the Board.

Sincerely,

Kathy Ferguson
Employee Relations Officer