



Legislation Details (With Text)

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**On agenda:** 5/7/2019      **Final action:**

**Title:** Consideration of a Side Letter to the Lake County Sheriff Management Association (LCSMA) Calendar Year 2019 MOU

**Sponsors:** Administrative Office

**Indexes:**

**Code sections:**

**Attachments:** 1. LCSMA Side Letter 050719

Date	Ver.	Action By	Action	Result
5/7/2019	1	BOARD OF SUPERVISORS	approved	Pass

**MEMORANDUM**

**TO:** The Honorable Tina Scott, Chair, Board of Supervisors

**FROM:** Carol J. Huchingson, County Administrative Officer

**DATE:** May 7, 2019

**SUBJECT:** Consideration of a Side Letter to the Lake County Sheriff Management Association (LCSMA) Calendar Year 2019 MOU

**EXECUTIVE SUMMARY:**

Staff is recommending your Board’s approval of the attached Side Letter to the LCSMA Calendar Year 2019 MOU:

- Salary on Promotion language has been amended to reflect the Personnel Policy change your Board approved for all employees on December 18, 2018.
- Vacation Cash Out is a new benefit added to allow one-time payment of forty (40) hours of unused vacation time to employees who have two hundred (200) or more hours of vacation time accrued.
- Personal Leave days, historically given to employees during years when Cost of Living Adjustments (COLAS) were not given, have been removed and a new benefit, a Winter Holiday (five days off around Christmas day) has been added.

**FISCAL IMPACT:** \_\_ None \_\_ Budgeted \_\_ Non-Budgeted

Estimated Cost:  
Amount Budgeted:  
Additional Requested:  
Annual Cost (if planned for future years):

**FISCAL IMPACT (Narrative):** Cost will be borne by the respective the Sheriff-Coroner Budget Unit, out of salary savings from position vacancies.

**STAFFING IMPACT (if applicable):** None

**RECOMMENDED ACTION:** Approve Side Letter to the Lake County Sheriff Management Association (LCSMA) Calendar Year 2019 MOU.