



## Legislation Text

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File #: 18-196, Version: 1

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### MEMORANDUM

**TO:** Board of Supervisors

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

**DATE:** March 20, 2018

**SUBJECT:** PUBLIC HEARING - (Continued from March 6, 2018) Consideration of a Resolution Imposing the County's Last, Best, and Final Offer to Lake County Employees Association, Unit 4

**EXECUTIVE SUMMARY:**

Lake County and the Lake County Employee's Association (LCEA) units 3, 4, and 5 met starting in April 2017. After meeting in good faith approximately seven (7) times, the County issued a Last, Best and Final offer on October 6, 2017. Units 3 and 5 accepted the offer, and a successor MOU was approved by the Board of Supervisors on February 27, 2018. Unit 4 rejected the offer and notified the County that they would not proceed with mediation or fact-finding.

Pursuant to Government Code section 3505.7, "After any applicable mediation and fact-finding procedures have been exhausted . . . a public agency that is not required to proceed to interest arbitration may, after holding a public hearing regarding the impasse, implement its last, best, and final offer."

Before the Board for consideration is a Resolution imposing the last, best and final offer. Of note, the following items were in the last, best and final offer:

1. Supervisor Training: New supervisors will receive yearly training done by the Lake County Human Resources Department;
2. Personnel Policies: County agrees to review any proposed changes presented by the union regarding personnel policies;
3. Step Demotion: Employees will return to prior pay on voluntary step demotion;
4. Above Class: Clarification was made to above-class compensation;
5. Personal Leave: Union employees will be allowed two (2) days of Personal Leave;
6. Probationary Period: Removal of language requiring different Merit System probation, to match Merit System changes;
7. Step Demotion at Layoff: Employees will return to prior pay on demotion in lieu of layoff;
8. Standby: Remove references to pagers in standby section;

9. Salaries: Increase salaries for department-specific classifications (Public Health Nurses) and/or class series that have had a pattern of recruitment and retention issues.

The County can impose the terms of the last, best and final offer for a period of up to a year. The negotiation team is recommending that the resolution be effective through September 30, 2018, to be consistent with Unit 3 and 5.

**FISCAL IMPACT:** \_\_\_ None \_\_\_ Budgeted \_\_\_ Non-Budgeted  
Estimated Cost:  
Amount Budgeted:  
Additional Requested:  
Annual Cost (if planned for future years):

**FISCAL IMPACT (Narrative):** None

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

**RECOMMENDED ACTION:**

Adopt a Resolution Imposing the County's Last, Best, and Final Offer to Lake County Employees Association, Unit 4.