



## Legislation Text

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**File #:** 19-434, **Version:** 1

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### MEMORANDUM

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

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

**DATE:** May 7, 2019

**SUBJECT:** Consideration of Memorandum of Understanding (MOU) By and Between the Lake County Deputy Sheriff's Association (LCDSA) and the County of Lake for May 7, 2019 to December 31, 2019

#### EXECUTIVE SUMMARY:

As your Board is aware, your Bargaining Team has recently completed labor negotiations with LCDSA, reaching tentative agreement for the attached MOU, making the following changes from the earlier agreement:

- Agency Shop language has been removed per Janus court case.
- Salary on Promotion language has been amended to reflect the Personnel Policy change your Board approved for all employees on December 18, 2018 (see attached).
- Vacation Cash Out is a new benefit added to allow one-time payment of forty (40) hours of unused vacation time to LCDSA employees who have two hundred (200) or more hours of vacation time accrued. (It should be noted that while tentative agreement had been reached earlier for thirty hours of vacation cash out, that amount was increased to forty at the specific direction of your Board.)
- 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.
- The County Health Insurance contribution for LCDSA employees has been changed, effective with the June 2019 payday, wherein the County shall pay 80% of the County-sponsored medical, dental, vision and life group insurance plan, through the term of the MOU ending December 31, 2019. (Employees will bear the remaining 20%.)
- Given that law enforcement is the long-standing priority of your Board, it is agreed that our Classification and Compensation study which is currently underway, will prioritize completion of the

study for the employees of LCDSA.

**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 Sheriff-Coroner Budget Unit 2201, out of salary savings resulting from position vacancies.

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

**RECOMMENDED ACTION:** Approve Memorandum of Understanding (MOU) By and Between the Lake County Deputy Sheriff's Association (LCDSA) and the County of Lake for May 7, 2019 to December 31, 2019.