



## Legislation Text

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File #: 19-447, Version: 1

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### MEMORANDUM

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

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

**DATE:** July 9, 2019

**SUBJECT:** Consideration of Memorandum of Understanding (MOU) By and Between the Lake County Correctional Officers Association (LCCOA) and the County of Lake for July 9, 2019 to December 31, 2019

#### EXECUTIVE SUMMARY:

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

- 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).
- Peace Officer status has been amended to allow Correctional Officers to become Peace Officers under PC Section 830.1(c), and reclassified Deputy Sheriff-Corrections. (No change in salary.)
- Vacation Cash Out is a new benefit added to allow one-time payment of forty (40) hours of unused vacation time to LCCOA employees who have two hundred (200) or more hours of vacation time accrued. (It should be noted that while tentative agreement had been reached for thirty hours of vacation cash out, that amount was increased to forty at the specific direction of your Board.)
- Prohibits LCCOA employees from working as security guards on their off hours.
- Adds up to 2 Gang Intelligence Officers to be eligible for specialty pay.
- Requires that LCCOA follow regulations of Peace Officers Bill of Rights.
- Allows the Sheriff to add a 3rd Field Training Officer, if needed.

- 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.

- Contract expires on December 31, 2019.

**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 Sheriff Jail Facilities Budget Unit 2301, out of salary savings from position vacancies.

**STAFFING IMPACT (if applicable):** Correctional Officers will be reclassified in title, to Deputy Sheriff -Corrections via separate Board action.

**RECOMMENDED ACTION:**

Approve Memorandum of Understanding (MOU) By and Between the Lake County Correctional Officers Association (LCCOA) and the County of Lake for July 9, 2019 to December 31, 2019.