



## Legislation Text

File #: 19-711, Version: 1

### MEMORANDUM

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

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

**DATE:** July 23, 2019

**SUBJECT:** Consideration of Memorandum of Understanding (MOU) By and Between the Lake County Employees Association #3, #4, & #5 and the County of Lake for July 23, 2019 - December 31, 2019

#### EXECUTIVE SUMMARY:

As your Board is aware, your Bargaining Team has recently completed labor negotiations with the Lake County Employees Association Units #3, #4 and #5, reaching tentative agreement for the attached MOU, making the following changes from the earlier agreement:

- Combines three separate MOU's into one, at the request of the Association.
- 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 thirty (30) hours of unused vacation time to LCCOA 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.
- Modifies the Grievance Procedure to include three formal levels, starting with the Department Head and if unresolved, moving on to the HR Director and ultimately to the County Administrative Officer if needed.

**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:** Approve Memorandum of Understanding By and Between the Lake County Employee's Association #3, #4, & #5 and the County of Lake for July 23, 2019 - December 31, 2019.