



Legislation Text

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File #: 20-991, Version: 1

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**Memorandum**

**Date:** October 20, 2020

**To:** The Honorable Moke Simon, Chair, Lake County Board of Supervisors

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

**Subject:** Consideration of Memorandum of Understanding By and Between the Lake County Deputy Sheriff's Association Units and the County of Lake for October 21, 2020 - October 20, 2021

**Executive Summary:** (include fiscal and staffing impact narrative):

Pending ratification by the Lake County Deputy Sheriff's Association, presented today for the consideration of your Board is the Memorandum of Understanding (MOU) By and Between the Lake County Deputy Sheriff's Association and the County of Lake for October 21, 2020 - October 20, 2021.

Except as explained below, this MOU implements the CPS-HR Classification and Compensation (CC) Study of October 2019 at 85% of market median (Market 85). Wages for the affected classes will be paid at 85% of the mid-point of the 12 comparison Counties. Those included small counties of comparable size as well as neighboring counties with which we directly compete for talent. (Calaveras, Colusa, Glenn, Humboldt, Mendocino, Napa, Nevada, Sonoma, Sutter, Tehama, Yolo and Yuba). This is the first CC study completed for Lake County since 2003.

However, wages for this Unit already exceed Market 85 levels, and as a result, the classifications are "Y-rated" for the time being. Y-rated classifications stay at their current rates of pay until cost-of-living -adjustments (COLA's) or other increases exceed the current rates of pay. The Y-rated %'s for each class are delineated in Article 2, at the request of LCDSA.

This MOU eliminates the 12-step salary system, replacing it with a 5-step system and restores longevity pay for continuous services at 5 year intervals. A 5-step system is not only more common in the labor market, it was previously the norm in Lake County.

This MOU continues the 80/20 health insurance benefit for this Unit, as explained in Section 5.1. Unit representatives as well as the Sheriff indicate that this benefit has greatly improved the department's ability to recruit and retain staffing.

There are no other changes to the pre-existing terms and conditions of employment for LCDSA Employees.

Your bargaining team is very grateful to the cooperation, collaboration and patience of LCDSA over the years it has taken to reach this point.

**If not budgeted, fill in the blanks below only:**

Total estimated cost for implementation of the study for **all** labor groups: General Fund \$1,919,285, comprised of discretionary revenue. Non-General Fund \$3,305,839, comprised of state and federal funding sources readily available but historically underutilized.

- Consistency with Vision 2028 and/or Fiscal Crisis Management Plan** (check all that apply):
- |  |  |  |   |
|--|--|--|---|
| <input type="checkbox"/> Well-being of Residents | <input checked="" type="checkbox"/> Public Safety    | <input type="checkbox"/> Infrastructure              | <input type="checkbox"/> Not applicable             |
| <input type="checkbox"/> Economic Development    | <input type="checkbox"/> Disaster Recovery           | <input checked="" type="checkbox"/> County Workforce | <input type="checkbox"/> <i>Technology Upgrades</i> |
| <input type="checkbox"/> Community Collaboration | <input type="checkbox"/> Business Process Efficiency | <input type="checkbox"/> Clear Lake                  | <input type="checkbox"/> <i>Revenue Generation</i>  |
|  |  |  | <input type="checkbox"/> <i>Cost Savings</i>        |

**If request for exemption from competitive bid in accordance with County Code Chapter 2 Sec. 2-38, fill in blanks below:**

Which exemption is being requested?  
How long has Agreement been in place?  
When was purchase last rebid?  
Reason for request to waive bid?

**Recommended Action:**

Approve Memorandum of Understanding By and Between the Lake County Deputy Sheriff's Association and the County of Lake for October 21, 2020 - October 20, 2021.