



Legislation Text

File #: 20-992, Version: 1

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 Employees Association Units #3, #4, & #5 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 Employees Association, presented today for the consideration of your Board is the Memorandum of Understanding (MOU) By and Between the Lake County Employees Association Units #3, #4, & #5 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.

For licensed nursing positions covered under this MOU, the CC study will be implemented at 90% of market median (Market 90), as nursing positions have long been particularly hard to Fill. Local hospitals and health care providers pay substantially more than the County and we compete for the same talent pool.

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.

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

Your bargaining team is very grateful to the cooperation, collaboration and patience of LCEA 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 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 Employees Association Units #3, #4, & #5 and the County of Lake for October 21, 2020 - October 20, 2021.