Legislation Text

File #: 20-1052, **Version:** 1

Memorandum

Date: **October 27, 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 Correctional Officers 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 Correctional Officers Association, presented today for the consideration of your Board is the Memorandum of Understanding (MOU) By and Between the Lake County Correctional Officers Association and the County of Lake for October 21, 2020 - October 20, 2021.

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.

This unit already had a five-step salary system, plus longevity, in place. There are no other changes to the pre-existing terms and conditions of employment for LCCOA Employees.

Your bargaining team is very grateful to the cooperation, collaboration and patience of LCCOA 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): ☐ Not applicable

☐ Well-being of Residents	☒ Public Safety	☐ Infrastructure	☐ *Technology Upgrades*
☐ Economic Development	☐ Disaster Recovery	☒ County Workforce	☐ *Revenue Generation*
☐ Community Collaboration	☐ Business Process Efficiency	☐ Clear Lake	☐ *Cost Savings*

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 Correctional Officers Association and the County of Lake for October 21, 2020 - October 20, 2021.

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