



Legislation Text

File #: 21-915, **Version:** 1

Memorandum

Date: September 28, 2021

To: The Honorable Lake County Board of Supervisors

From: Carol J. Huchingson, County Administrative Officer

Subject: Memorandum of Understanding By and Between the Lake County Employees Association, Units #3, #4, & #5 and the County of Lake for October 21, 2021 - June 30, 2025

Executive Summary:

We are very excited to present the attached Memorandum of Understanding (MOU) with the Lake County Employee Association (LCEA, Units 3, 4, and 5).

LCEA is by far our largest labor group, and we are deeply grateful for the tremendous work employees in these units undertake everyday to realize your Board's vision.

We also value the collaboration of LCEA's labor representatives, who contributed significantly to MOU development. On September 9, 2021, LCEA's Chief Negotiator advised Units 3, 4 and 5 had each voted to ratify the MOU.

This MOU spans approximately three years, eight months, and completes implementation of our 2019 Classification and Total Compensation Study, conducted by CPS-HR, in four phases:

- Effective October 21, 2021, 98% of October 2019 market median
- Effective July 1, 2022, 100% of October 2019 market median, equivalent to a 2% COLA
- Effective July 1, 2023, 102% of October 2019 market median, equivalent to a 2% COLA
- Effective July 1, 2024, 105% of October 2019 market median, equivalent to a 3% COLA

The "October 2019 Market Median" is understood to be the midpoint of salaries in the 12 "Comparison Counties" included in the Study, as of the point in time at which data was gathered. Comparison Counties included those of similar size, and neighboring counties with which we directly compete for talent: Calaveras; Colusa; Glenn; Humboldt; Mendocino; Napa; Nevada; Sonoma; Sutter; Tehama; Yolo; and Yuba.

2019's Study was the first completed on behalf of the County of Lake since 2003. Comparison Counties were selected in collaboration with Department Heads and leaders of labor groups.

Additionally, under this MOU, the County will provide Air Medical Ambulance (REACH) membership at no employee cost, effective January 1, 2022. Life Insurance coverage, provided under our group plan, will also be expanded to the amount of each employee's base annual salary (capped at \$100,000), effective July 1, 2022.

Here is a summary of further changes from LCEA's prior MOU:

Clarification of salary step advancement in the case of less than satisfactory performance

Clarification of salary upon promotion or reclassification

Updates to language regarding longevity. Employees will retain longevity steps on promotion, with subsequent longevity steps earned after five years of service in the new classification.

We recommend your Board adopt this MOU, and, again, we appreciate the many people that worked in earnest to bring this historic step to strengthen and stabilize our workforce to fruition.

If not budgeted, fill in the blanks below only:

Estimated Cost: _____ Amount Budgeted: _____ Additional Requested: _____ Future Annual Cost: _____

Consistency with Vision 2028 (check all that apply):

☐ Not applicable

- ☒ Well-being of Residents
- ☐ Economic Development
- ☐ Community Collaboration

- ☐ Public Safety
- ☐ Infrastructure
- ☒ Business Process Efficiency

- ☐ Disaster Prevention, Preparedness, Recovery
- ☒ County Workforce
- ☐ Clear Lake

Recommended Action:

Adopt Memorandum of Understanding By and Between the Lake County Employees Association, Units 3, 4 and 5, and the County of Lake for October 21, 2021 - June 30, 2025