



Legislation Text

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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 Safety Employees Association 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 Safety Employee Association (LCSEA).

We are deeply grateful for the tremendous work LCSEA employees undertake everyday in the Probation Department and in Welfare Fraud, now under the District Attorney.

We also value the collaboration of LCSEA's labor representatives, who contributed significantly to MOU development. On August 27, 2021, LCSEA's Chief Negotiator advised the unit had 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 LCSEA'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.

With the shift of the Welfare Fraud Investigator classes to the District Attorney, Department Head references in the MOU have been updated to include both the Chief Probation Officer and the District Attorney.

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

☒ Public Safety

☐ Disaster Prevention, Preparedness, Recovery

☐ Economic Development

☐ Infrastructure

☒ County Workforce

☐ Community Collaboration

☒ Business Process Efficiency

☐ Clear Lake

Recommended Action:

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