



COUNTY OF HUMBOLDT

For the meeting of: 3/1/2022

File #: 22-247

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

SUBJECT:

Ratification of the 2022-2024 Memorandum of Understanding (MOU) Between the County of Humboldt and the Law Enforcement Management (LEM) Representation Unit 7.

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve and authorize the Chair of the Board of Supervisors to execute the Memorandum of Understanding with the LEM (Attachment No. 1); for the term of 2022-2024 for the MOU between the County of Humboldt and LEM Representation Unit 7; 2) direct the Department of Human Resources to insert the adopted Comprehensive Compensation Salary and Classification Summary into the MOU; and
2. Adopt Resolution No. ____ (Attachment No. 3) approving 1) amendment to the Memorandum of Understanding between the County of Humboldt and LEM Representation Unit 7 2), adopting a Comprehensive Compensation Salary and Classification Summary (Attachment No. 4) effective March 6, 2022, and 3) delegating authority to the Department of Human Resources to update the Comprehensive Compensation Salary and Classification Summary to reflect changes in future compensation approved by your Board.

SOURCE OF FUNDING:

All County Funds.

DISCUSSION:

The County of Humboldt and the LEM Representation Unit 7 have agreed to the matters set forth in the attached Memorandum of Understanding (MOU) for Representation (Attachment No. 1) for the term of 2021-2024.

The attachment MOU outlines agreed upon amendments including the following:

1. Term: 3 years from January 1, 2022, to Dec. 31, 2024
2. Base Wages: For all classifications represented in the LEM will increase as follows:

- 10% effective the first full pay period following Board of Supervisors' adoption of the successor MOU.
 - 2% effective the first full pay period in January 2023.
 - 3% effective the first full pay period in January 2024.
3. One-Time Payment: Effective the first full pay period following Board adoption, all classifications represented by LEM will receive a one-time, non-recurring, non-pensionable lump sum payment of \$3,000.
 4. Classification Study Implementation: Beginning as soon as practicable, the county may periodically meet and confer with LEM to discuss and implement changes recommended by consultants MRG to implement classification changes arising from Koff and Associates study recommendations. Compensation changes, if any, resulting from these discussions will not reduce the equity adjustments described above, reduce wages for any employees in the bargaining unit or Y-rate any employees in the bargaining unit.
 5. Wellness Incentive: Effective July 1, 2022, remove Article 40 concerning wellness incentive.
 6. Educational Incentive: Those employees who are required to obtain Peace Officer Standards and Training Certificates and have obtained the Intermediate, Advanced and Management Certificates, the following additional salary will apply: An additional twelve (12) salary ranges above base salary will be paid for the Intermediate Certificate. An additional fourteen (14) salary ranges above base salary will be paid for the Advanced Certificate. An additional eighteen (18) salary ranges above base salary will be paid for the Management Certificate. An employee who has obtained both the Intermediate and Advanced Certificate will be paid twenty-six (26) salary ranges above base salary. An employee who has obtained the Intermediate, Advanced, and Management Certificate will be paid forty-four (44) salary ranges above base salary.
 7. Equity Adjustments: Effective the first full pay period in July 2022, the County will make the following equity adjustments:
 - Chief Investigator (D.A.): 6.5%
 - Senior Investigator (D.A.): 2.5%
 - Correctional Captain: 12.0%
 - Correctional Lieutenant: 12.0%
 - Undersheriff: 2.0%
 - Sheriff Captain: 18.0%
 - Sheriff Lieutenant: 12.0%
 8. Holiday: Addition of newly scheduled paid County holiday, Juneteenth, on the 19th day of June.

9. MOU Updates: The Parties will meet periodically during the term of the Agreement on a meet and agree basis to update, clarify, or otherwise improve the M.O.U. The Parties will memorialize any mutually acceptable changes in side letters of agreement. The County may also reopen negotiations during the term of the M.O.U. to negotiate impacts, if any, associated with changes made to comply with the Fair Labor Standards Act and/or California Senate Bill 278. If the County determines that it is improperly reporting compensation to CalPERS it will 1) discuss the issue with L.E.M. and 2) reform MOU language, whenever possible, the ensure that compensation may lawfully be reported as compensation earnable under applicable CalPERS statutory and regulatory authorities. The County may further reopen negotiations concerning Article 21 (C) during the term of the M.O.U., except that under no circumstances may the County propose to change the safety employees' 3.0% California Government Code Section 20516 cost sharing contribution.

FINANCIAL IMPACT:

Total costs to the General Fund for this compensation plan is estimated to be:

- \$1.6 million for Jan. 1, 2022, through the remainder of Fiscal Year 2021-2022
- \$3.6 million for Fiscal Year 2022-2023
- \$4.0 million for Fiscal Year 2023-2024.

The overall cost of this proposal is \$11.3 million, however the increase in cost to the county resulting from this proposal is projected to be as follows:

- \$115k for Jan 1, 2022, through the remainder of Fiscal Year 2021-2022
- \$370k for Fiscal Year 2022-2023
- \$680k for Fiscal Year 2023-2024.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by investing in county employees.

OTHER AGENCY INVOLVEMENT:

Law Enforcement Management Representation Unit 7.

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your Board could choose not to adopt the resolution ratifying the 2022-2024 MOU between the County and LEM Representation Unit 7; however, this is not recommended. This option is not recommended as the extension of the MOU between the County of Humboldt and LEM expired June 30, 2020.

ATTACHMENTS:

1. Memorandum of Understanding between the County of Humboldt and the LEM for Representation Unit 5
2. Memorandum of Understanding between the County of Humboldt and the LEM for Representation Unit 5 in track changes

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3. Resolution No. ____ Approving the Memorandum of Understanding for Representation Unit 7
4. County of Humboldt Comprehensive Salary Schedule and Classification Summary effective March 6, 2022.

PREVIOUS ACTION/REFERRAL:

Board Order No.: Resolution No. 18-58

Meeting of: June 12, 2018

File No.: 18-595