



COUNTY OF HUMBOLDT

AGENDA ITEM NO.
C9

For the meeting of: March 6, 2018

Date: March 6, 2018
To: Board of Supervisors
From: Lisa DeMatteo, Director *LD*
Human Resources
Subject: Ratification of 2017 – 2020 Memorandum of Understanding (MOU) Between the County of Humboldt and the Humboldt Deputy Sheriffs' Organization (HDSO) for Representation Unit 6

RECOMMENDATION(S):

That the Board of Supervisors:

1. Authorize the Chair of the Board of Supervisors to execute the Memorandum of Understanding; and
2. Adopt Resolution No. 18-16 (attached) approving the Memorandum of Understanding between the County of Humboldt and the Humboldt Deputy Sheriffs' Organization (HDSO) for Unit 6.

SOURCE OF FUNDING: County General Fund and Social Services Administrative Fund

DISCUSSION: Representatives of the County and representatives of the HDSO have agreed to the matters set forth in the attached Memorandum of Understanding (MOU) for Representation Unit 6.

Prepared by Lisa DeMatteo

CAO Approval *[Signature]*

REVIEW: Auditor *MBM* County Counsel _____ Human Resources *LD* Other _____

TYPE OF ITEM:
 Consent
 Departmental
 Public Hearing
 Other _____

PREVIOUS ACTION/REFERRAL:

Board Order No. _____

Meeting of: _____

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT
Upon motion of Supervisor *Wilson* Seconded by Supervisor *Fennell*
Ayes *Fennell, Sundberg, Wilson*
Nays _____
Abstain _____
Absent *Bass, Bohn*

and carried by those members present, the Board hereby approves the recommended action contained in this Board report.

Dated: 3/6/18
By: *[Signature]*
Kathy Hayes, Clerk of the Board

Major elements provided for in the MOU include the following:

1. Term: 3 years from July 1, 2017 through June 30, 2020
2. Wages: Effective the first full pay period in July of 2018, all bargaining unit members shall receive a two and one-half (2.5) percent or five (5) salary ranges increase to base pay.

Effective the first full pay period in July of 2019, all bargaining unit members shall receive a two and one-half (2.5) percent or five (5) salary ranges increase to base pay.

3. One-time, Non-Pensionable Lump Sum Payment: Effective the first full pay period in February of 2018, all members of the bargaining unit shall receive a one-time, non-recurring, non-pensionable lump sum payment of \$1200.00.
4. Implementation of a Wellness Incentive Program: Effective the first full pay period in July 2018, HDSO members will become eligible for a wellness reimbursement up to \$1,000.00 per year.

FINANCIAL IMPACT: Ongoing costs to the General Fund for the term of this MOU would be approximately \$1,200,000. The MOU supports the Strategic Framework by supporting investment in County employees.

OTHER AGENCY INVOLVEMENT: Humboldt Deputy Sheriffs' Organization

ALTERNATIVES TO STAFF RECOMMENDATIONS: The Board could choose to not adopt the resolution ratifying the 2017-2020 MOU between the County and HDSO. This option would require the parties to resume the negotiation process.

ATTACHMENTS: Memorandum of Understanding between the County of Humboldt and the HDSO for Representation Unit 6

Memorandum of Understanding between the County of Humboldt and the HDSO for Representation Unit 6 in track changes

Resolution No. 18-16 Approving the Memorandum of Understanding for Unit 6 (Humboldt Deputy Sheriffs' Organization)

Humboldt County Employer-Employee Relations Policy

Humboldt County Merit System Rules