



COUNTY OF HUMBOLDT

AGENDA ITEM NO.  
**C18**

For the meeting of: June 12, 2018

Date: May 25, 2018  
To: Board of Supervisors  
From: Lisa DeMatteo, Director of Human Resources *LAD*  
Subject: Ratification of 2017–2020 Memorandum of Understanding (MOU) Between the County of Humboldt and the Humboldt Deputy Sheriff’s Organization – Law Enforcement Management (LEM) Representation Unit 7

RECOMMENDATION(S):

That the Board of Supervisors approve the amended (Exhibit A) 2017–2020 Memorandum of Understanding (MOU) Between the County of Humboldt and the Humboldt Deputy Sheriff’s Organization – Law Enforcement Management (LEM) Representation Unit 7.

SOURCE OF FUNDING:

General Fund

DISCUSSION:

Representatives of the county and LEM have agreed to the matters set forth in the attached Memorandum of Understanding (MOU) for Representation Unit 7.

Major elements provided for in the MOU include the following:

Prepared by Lisa DeMatteo

CAO Approval *[Signature]*

REVIEW: Auditor *CD* County Counsel \_\_\_\_\_ Human Resources *LAD* 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 *Fennell* Seconded by Supervisor *Wilson*  
Ayes *Fennell, Sundberg, Bohn, Wilson*  
Nays  
Abstain  
Absent *Bass*

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

Dated: *6/12/18*

By: *[Signature]*  
Kathy Hayes, Clerk of the Board

1. Term: 3 years from October 1, 2017 through June 30, 2020.
2. Wages:
  - a. Effective the first pay period including July 1, 2018, all bargaining unit members will receive a two and one-half (2.5) percent or five salary ranges increase to base pay.
  - b. Effective the first pay period including July 1, 2019, all bargaining unit members will receive a two and one-half (2.5) percent or five salary ranges increase to base pay.
3. One-time, Non-Pensionable Lump Sum Payment: Effective the first full pay period in July of 2018, all members of the bargaining unit shall receive a one-time, non-recurring, non-pensionable lump sum payment of \$1200.
4. Implementation of a Wellness Reimbursement Program: Effective July 1, 2018, all bargaining unit members will be eligible for reimbursement of expenses related to the purchase of equipment or membership related to wellness and fitness.

FINANCIAL IMPACT:

The MOU contains one-time costs in year one and ongoing costs in year's one through three. Ongoing costs to the General Fund for the term of this MOU would be approximately \$298,000.

The MOU supports the Strategic Framework by supporting investment in county employees.

OTHER AGENCY INVOLVEMENT:

Humboldt Deputy Sheriff's Organization – Law Enforcement Management (LEM) Representation Unit 7

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your Board could choose not to adopt the resolution ratifying the 2017–2020 MOU between the county and HDSO-LEM. This option is not recommended, as both parties would be required to resume the negotiation process.

ATTACHMENTS:

Exhibit A: 2017–2020 Memorandum of Understanding (MOU) Between the County of Humboldt and the Humboldt Deputy Sheriff's Organization – Law Enforcement Management (LEM) Representation Unit 7.

Exhibit B: 2017–2020 Memorandum of Understanding (MOU) Between the County of Humboldt and the Humboldt Deputy Sheriff's Organization – Law Enforcement Management (LEM) Representation Unit 7 in track changes.

Exhibit C: Resolution No. 18-58 approving the 2017–2020 Memorandum of Understanding (MOU) Between the County of Humboldt and the Humboldt Deputy Sheriff's Organization – Law Enforcement Management (LEM) Representation Unit 7.

Exhibit D: Humboldt County Employer-Employee Relations Policy

Exhibit E: Humboldt County Merit System Rules