



November 29, 2017

TO: LOCSO Board of Directors

FROM: Roy Hanley, District Legal Counsel

SUBJECT: Agenda Item 11E – 12/7/2017 Board Meeting
Adopt Resolution Approving the Memorandum of Understanding between Los Osos Community Services District and San Luis Obispo County Employees Association for the Miscellaneous Employees Bargaining Unit through June 30, 2018

President
Jon-Erik G. Storm

Vice President
Vicki L. Milledge

Directors
Charles L. Cesena
Marshall E. Ochylski
Louis G. Tornatzky

General Manager
Renee Osborne

District Accountant
Robert Stilts, CPA

Unit Chief
Scott M. Jalbert

Battalion Chief
Greg Alex

Mailing Address:
P.O. Box 6064
Los Osos, CA 93402

Offices:
2122 9th Street, Suite 102
Los Osos, CA 93402

Phone: 805/528-9370
FAX: 805/528-9377

www.losososcsd.org

DESCRIPTION

Adopt a resolution approving the MOU between the District and SLOCEA for the miscellaneous Employees Bargaining Unit through June 30, 2018.

STAFF RECOMMENDATION

This item will be approved along with the Consent Calendar unless it is pulled by a Director for separate consideration. If so, Staff recommends that the Board adopt the following motion:

Motion: I move that the Board adopt Resolution 2017-27 approving the restated MOU between the District and SLOCEA for the Miscellaneous Employees Bargaining Unit through June 30, 2018.

DISCUSSION

The revised terms of the Memorandum of Understanding are as follows:

1. Section 2 - Term: There is agreement the successor MOU will be for one year July 1, 2017 – June 30, 2018; with the option of a one-year (1) automatic extension at the election of both parties.
2. Section 7 - Wages: 2.1% COLA effective the pay period that includes July 1, 2017.
3. Section 8 - CalPERS Pickup:
Section 8.1: Effective July 1, 2017 the Legacy employee's share of the pickup shall be increased and the District's share reduced .84%. As an offset, Legacy employees shall receive a wage increase of .84% in addition to the COLA specified in #2 above. This provision does not apply to Non-Legacy employees hired after the Public Employee Pension Reform Act (PEPRA) became effective on January 1, 2013.

Section 8.2.1: The Minimum Employer Contribution amount is prescribed by Government Code Section 22892 of the Public Employees' Medical and Hospital Care Act (PEMHCA). Accordingly, the District's current minimum obligation under PEMHCA is 128.00 per active and retired employees.

4. Uniforms – Section 21:
 - a. Boots, steel toes safety boots, maximum reimbursement by the District of \$175 per year
 - d. Safety Coveralls, cotton (2)
 - e. Outerwear (jacket, sweatshirt, ¼ Zip) (2)

Office staff shall receive three (3) District logo shirts annually, the design for which shall be determined by the General Manager.

5. Retroactivity: The compensation increase described in #2 and #3 shall be retroactive to July 1, 2017.

Staff believes that the MOU is fair to both parties and provides a stable platform for labor relations with the positions covered in this bargaining unit.

Attachment

RESOLUTION 2017-27

**A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE LOS OSOS COMMUNITY SERVICES DISTRICT
APPROVING THE MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN
LOS OSOS COMMUNITY SERVICES DISTRICT AND SAN LUIS OBISPO EMPLOYEES ASSOCIATION
FOR THE MISCELLANEOUS EMPLOYEES BARGAINING UNIT THROUGH JUNE 30, 2018**

WHEREAS, the Los Osos Community Services District ("District") is a community services district organized under California Law pursuant Government Code to § 61100 et. seq.; and

WHEREAS, the Board desires to provide for prudent management of District Financial and Labor Resources; and

WHEREAS, the Board negotiated in good faith to develop the attached MOU incorporated by reference hereto: and

WHEREAS, the Members of the Miscellaneous Employees Bargaining Unit approved the MOU.

NOW, THEREFORE, THE BOARD OF DIRECTORS OF THE LOS OSOS COMMUNITY SERVICES DISTRICT DOES HEREBY DETERMINE AS FOLLOWS:

- 1. The Board approves the attached Memorandum of Understanding as negotiated for the period July 1, 2017 through June 30, 2018;**
- 2. Authorized the District Negotiators to execute the Memorandum of Understanding;**
- 3. Directs the General Manager to implement the provisions of the Memorandum of Understanding.**

On the motion of Director _____, seconded by Director _____,
and on the following roll call vote, to wit:

Ayes: _____
Nays: _____
Absent: _____
Conflicts: _____

The foregoing resolution is hereby passed, approved, and adopted by the Board of Directors of the Los Osos Community Services District this 7th day of December 2017.

Jon-Erik Storm, President
LOCSD Board of Directors

ATTEST:

APPROVED AS TO FORM:

Renee Osborne
General Manager and Secretary to the Board

Roy A. Hanley
District Legal Counsel