

1 2. LOCAL 1 agrees to pay the arbitration cancellation fee resulting from the
2 cancelled May 19, 2017 arbitration date. COUNTY agrees to pay the arbitration cancellation
3 fee for the cancelled March 10, 2017 arbitration date.

4 3. COUNTY agrees to increase the annual uniform allowance for employees in
5 the Property – Evidence Technician and Senior Property – Evidence Technicians
6 classifications to \$494, which will be implemented by the Letter of Agreement concurrently
7 executed by the parties and attached hereto as Exhibit A.

8 4. LOCAL 1 agrees to release the COUNTY, its officers, boards, commissions,
9 employees or agents individually and/or collectively from any and all actions, demands,
10 causes of action, claims, losses, grievances, damages, liabilities, expenses, costs, attorney's
11 fees and liabilities of any nature, loss of civil rights, compensation or claims of every nature
12 and kind whatsoever, known or unknown, suspected or unsuspected which LOCAL 1 either
13 has or may have against the County of El Dorado, its officers, boards, commissions,
14 employees or agents, based on matters involving the subject matter of this settlement
15 agreement.

16 5. LOCAL 1 further represents that it has not assigned, transferred or purported to
17 transfer to any person or entity any matter otherwise released herein. This Agreement shall be
18 binding upon the heirs, successors and assigns of the parties.

19 6. It is understood by all parties that this agreement is in the form of a
20 compromise between the parties and that settlement shall constitute no precedent or admission
21 of liability on the part of the COUNTY, its employees, officers, boards, commissions, or
22 agents in regard to this or related matters or claims.

23 7. Each of the parties represents and agrees that it enters into this agreement
24 voluntarily and does not rely on any representations or statements made by the other party, its
25 employees, officers, boards, commissions or agents other than representations made in this
26 written agreement.

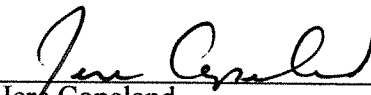
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8. This Settlement and Release of All Claims Agreement represents the entire Agreement between the parties and supersedes any and all prior agreements and understandings, written or oral, between the parties pertaining to the subject matter herein.

FOR THE COUNTY

FOR THE UNION

Erin Hane
Interim Director of Human
Resources



Jere Copeland
Executive Director, Local 1

Date: _____

Date: 5/31/17

Board of Supervisors

ATTEST: James Mitistrin
Clerk of the Board of Supervisors

Shiva Frentzen, Chair

By: Deputy Clerk

Date: _____

Date: _____

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EXHIBIT A
LETTER OF AGREEMENT

See attached.

**Letter of Agreement
Between the
County of El Dorado
And the
El Dorado County Employees Association, Local No. 1
Representing Employees in the
General (GE), Professional (PL), and Supervisory (SU) Bargaining Units**

WHEREAS, El Dorado County (County) and the El Dorado County Employee's Association, Local No. 1, representing employees in the General (GE), Professional (PL), and Supervisory (SU) bargaining units (Local 1), executed a Memorandum of Understanding for the period of July 1, 2013 to June 30, 2016, which was subsequently extended through June 30, 2017, and

WHEREAS, the language in Article 8, Section 3 of the MOU provides for uniform allowances for Sheriff's Department employees who are required to wear a uniform, and

WHEREAS, employees in the Property - Evidence Technician classification (including Senior) are required to wear Class C uniforms, yet currently receive the minimum uniform allowance of \$340 per year, and

WHEREAS, the County and the El Dorado County Employees' Association, Local 1 wish to increase the uniform allowance for the Property - Evidence Technician classification (including Senior) to help offset the costlier uniform requirement, and

WHEREAS, this Letter of Agreement (LOA) memorializes the agreement reached between the County of El Dorado (County) and the El Dorado County Employee's Association, Local No. 1 (Local 1) representing employees in the General (GE), Professional (PL), and Supervisory (SU) bargaining units, through their duly authorized representatives.

NOW, THEREFORE, the parties agree to amend Article 8, Section 3 of the Memorandum of Understanding to read as follows:

Section 3 Sheriff's Department Employees - Uniforms and Meals

- A. Employees in the classification of Sheriff's Security Officer who are required to wear a uniform shall receive a uniform allowance of \$700 per year paid in equal installments in each regularly scheduled pay check and

funded by the Sheriff's Department budget. Employees in the classifications of Property – Evidence Technician and Senior Property – Evidence Technician who are required to wear a uniform shall receive a uniform allowance of \$494 per year paid in equal installments in each regularly scheduled pay check and funded by the Sheriff's Department budget. All other full-time employees assigned to any classification in the bargaining unit within the Sheriff's Department who are required to wear a uniform shall receive a uniform allowance of \$340 per year paid in equal installments in each regularly scheduled pay check.

Such employees shall be required to wear the prescribed uniform and comply with the Sheriff's Department policy related to wearing of such uniforms. In no way shall the application of this provision be construed to imply any expectation of performance in active law enforcement nor eligibility for benefits associated with law enforcement or correctional activities.

- B. Notwithstanding Section 3.A. above, uniforms or work clothes shall be provided to employees and replaced as necessary as determined by the Sheriff or designee.
- C. The County will provide to employees covered by this Agreement, who work in the Jail, one meal per shift if the employee is required to remain on-site during the meal period. The provided meal shall be the same meal which is prepared for inmates.

[Signatures on Following Page]

FOR THE COUNTY

Erin Hane
Interim Director of Human
Resources

Date: _____

Board of Supervisors

Shiva Frentzen, Chair

Date: _____

FOR THE UNION



Jere Copeland
Executive Director, Local 1

Date: 5/31/17

ATTEST: James Mitistrin
Clerk of the Board of Supervisor

By: Deputy Clerk

Date: _____