

# EXHIBIT A

**LETTER OF AGREEMENT  
BETWEEN  
THE COUNTY OF EL  
DORADO AND THE  
EL DORADO COUNTY MANAGERS'  
ASSOCIATION (EDCMA)**

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The County of El Dorado ("County") and the El Dorado County Managers' Association ("Union") agree to amend their Memorandum of Understanding ("MOU") with the term of January 1, 2014 through June 30, 2017 defining the negotiated wages, hours and other terms and conditions of employment as described in this Letter of Agreement.

**ARTICLE 1. TERMS & CONDITIONS OF EMPLOYMENT**

**Section 1. NEGOTIATIONS**

El Dorado County Managers' Association (hereinafter referred to as "Union") and representatives of the County of El Dorado (hereinafter referred to as "County") have met and conferred in good faith in regard to wages, hours, and other terms and conditions of employment covering employees in the Managers' Association Bargaining Unit and have exchanged freely information, opinions, and proposals and have reached agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

**Section 2. MEYERS-MILIAS BROWN ACT**

This Memorandum of Understanding is entered into pursuant to the Meyers-Milias Brown Act (Government Code §3500-3510) and has been jointly prepared by the parties.

**Section 3. RATIFICATION**

This extension for the comprehensive Memorandum of Understanding (MOU) has been presented by the Union to the employees in the Union and has been ratified and shall thereafter be presented to the Board of Supervisors, as the joint recommendations of the undersigned for salary and benefits adjustments for the period commencing on January 1, 2014 through June 30, 2017. Unless otherwise indicated herein, all provisions shall become effective on the date approved by the Board of Supervisors.

The parties agree to commence bargaining for a successor MOU no later than the month of February in 2017.

This Letter of Agreement supersedes Section 3 of the MOU. This Letter of Agreement constitutes the full and complete agreement between the Parties to extend the term of their MOU.

This Side Letter is agreed to on behalf of the County:

Deborah L. Kal  
Deborah L. Kal, Chief Labor Negotiator

1/30/17  
DATE

Human Resources Director:

Judith Kerr  
Judith Kerr, Interim

2/7/2017  
DATE

This Side Letter is agreed to on behalf of the Union:

Kim Gillingham  
Kim Gillingham, Labor Representative EDCMA

1/30/17  
DATE

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the \_\_\_\_ day of \_\_\_\_\_, 20\_\_ by the following vote of said Board:

Attest:  
James S. Mitrisin  
Clerk of the Board of Supervisors

Ayes:  
Noes:  
Absent:

By: \_\_\_\_\_  
Deputy Clerk

\_\_\_\_\_  
Chair, Board of Supervisors