Letter of Agreement
Between the County of El Dorado
And
Operating Engineers Local Union No. 3
Representing employees in the
Probation Bargaining Unit

The County of El Dorado (EDC) and Operating Engineers Local Union No. 3 (OE3), representing employees in the Probation bargaining unit agree that, due to recruiting and retention issues facing EDC in the South Lake Tahoe area, a temporary Recruiting and Retention Adjustment shall be provided to individuals in the classifications set forth below. Effective on the first day of the pay period following approval by the Board of Supervisors, a seven percent (7%) adjustment shall be provided to all full-time, part-time and extra help employees assigned to the South Lake Tahoe Juvenile Treatment Center only in the following classifications:

Deputy Probation Officer I, Institution

Deputy Probation Officer II, Institution

Senior Deputy Probation Officer, Institution

Supervising Deputy Probation Officer, Institution

Beginning the first day of the first payroll period in 2010, the above referenced Recruiting and Retention Adjustment shall be reduced from 7% to 5% of the base wage rate. Beginning the first day of the first payroll period in 2011, the above referenced Recruiting and Retention Adjustment shall be reduced from 5% to 3% of the base wage rate. Beginning with the first day of the first payroll period in 2012, the above referenced Recruiting and Retention Adjustment shall be eliminated.

For the County of El Dorado

Ted J. Cwiek, Director of Human Resources

Date 7/28/08

Gayle Erbe-Hamlin, Interim CAO

Date 7/29/08

CHAIRMAN, BOARD OF SUPERVISORS

Rusty Dupray, Chair

DATE: 7/22/08

For the Operating Engineers, Local Union No. 3, Probation

Rick Davis, Representative

Date 7-18-08

ATTEST: Cindy Keck, Clerk Of the Board of Supervisors

By Marcie McFarland
Deputy Clerk

DATE: 7/22/08