

**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, the July 1, 2013 – June 30, 2016 Memorandum of Understanding between the 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, currently offer County-sponsored retiree health plan options as defined in Article 9, Section 9.D. to enrolled retirees, and

Whereas, the language in Article 9, Section 9.D. of the agreement currently provides for a County-sponsored Retiree Health Plan PPO and a Retiree Health Plan HMO, and

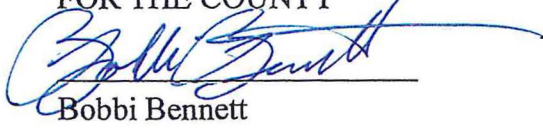
Whereas, the County and the El Dorado County Employee's Association, Local No. 1 wish to continue to provide a County-sponsored Retiree Health Plan PPO and Retiree Health Plan HMO specifically for early retirees (up to age 64), and

Whereas, the County and the El Dorado County Employee's Association, Local No. 1 wish to provide an additional County-sponsored Medicare-eligible Retiree Advantage Health Plan, in addition to the currently established Advantage Plan, and in lieu of the current Medicare-eligible Retiree PPO Plans, in order to offer more affordability to Medicare eligible retirees while creating a savings to the County, and

Whereas, for the remaining 2015 and 2016 benefit year, the Retiree Health Benefit Contribution for retirees age 65 and older will be calculated using the highest cost Medicare-eligible Retiree Advantage Health Plan published rate, plus dental, therefore

This Letter of Agreement (LOA) is to memorialize 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.

FOR THE COUNTY



Bobbi Bennett
Human Resources Manager

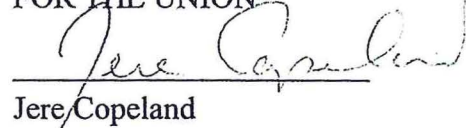
Date: June 30, 2015

Chairman, Board of Supervisors

Brian Veercamp, Chair

Date: _____

FOR THE UNION



Jere Copeland
Executive Director, Local 1

Date: May 17, 2015

ATTEST: James Mitistrin
Clerk of the Board of Supervisor

By: Deputy Clerk

Date: _____

**Letter of Agreement
Between the County of El Dorado
And The
El Dorado County Deputy County Counsel Association**

Whereas, the January 1, 2014 – June 30, 2017 Memorandum of Understanding between the El Dorado County (County) and the El Dorado County Deputy County Counsel Association bargaining unit, currently offers County-sponsored retiree health plan options as defined in Article 12, Section 4 to enrolled retirees, and

Whereas, the language in Article 12, Section 4 of the agreement currently provides for a County-sponsored Retiree Health Plan PPO and a Retiree Health Plan HMO, and

Whereas, the County and Deputy County Counsel Association wish to continue to provide a County-sponsored Retiree Health Plan PPO and Retiree Health Plan HMO specifically for early retirees (up to age 64), and

Whereas, the County and Deputy County Counsel Association wish to provide an additional County-sponsored Medicare-eligible Retiree Advantage Health Plan, in addition to the currently established Advantage Plan, and in lieu of the current Medicare-eligible Retiree PPO Plans, in order to offer more affordability to Medicare eligible retirees while creating a savings to the County, and

Whereas, for the remaining 2015 and 2016 benefit year, the Retiree Health Benefit Contribution for retirees age 65 and older will be calculated using the highest cost Medicare-eligible Retiree Advantage Health Plan published rate, plus dental, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County of El Dorado (County) and the El Dorado County Deputy County Counsel Association bargaining unit, through their duly authorized representatives.

FOR THE COUNTY

Erin Hane
~~Bobbi Bennett~~ Erin Hane
Human Resources Manager

Date: 7/14/15

Chairman, Board of Supervisors

Brian Veercamp, Chair

Date: _____

FOR THE UNION

David Livingston
David Livingston
President

Date: 7/14/15

ATTEST: James Mitistrin
Clerk of the Board of Supervisor

By: Deputy Clerk

Date: _____

**Letter of Agreement
Between the County of El Dorado
And The
El Dorado County Criminal Attorneys' Association**

Whereas, the January 1, 2014 ~ December 31, 2016 Memorandum of Understanding between the El Dorado County (County) and the El Dorado County Criminal Attorneys' Association bargaining unit, currently offers County-sponsored retiree health plan options as defined in Article 12, Section 4 to enrolled retirees, and

Whereas, the language in Article 12, Section 4 of the agreement currently provides for a County-sponsored Retiree Health Plan PPO and a Retiree Health Plan HMO, and

Whereas, the County and Criminal Attorneys' Association wish to continue to provide a County-sponsored Retiree Health Plan PPO and Retiree Health Plan HMO specifically for early retirees (up to age 64), and

Whereas, the County and Criminal Attorneys' Association wish to provide an additional County-sponsored Medicare-eligible Retiree Advantage Health Plan, in addition to the currently established Advantage Plan, and in lieu of the current Medicare-eligible Retiree PPO Plans, in order to offer more affordability to Medicare eligible retirees while creating a savings to the County, and

Whereas, for the remaining 2015 and 2016 benefit year, the Retiree Health Benefit Contribution for retirees age 65 and older will be calculated using the highest cost Medicare-eligible Retiree Advantage Health Plan published rate, plus dental, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County of El Dorado (County) and the El Dorado County Criminal Attorneys' Association bargaining unit, through their duly authorized representatives.

FOR THE COUNTY

Bobbi Bennett

Bobbi Bennett
Human Resources Manager

Date: June 30, 2015

Chairman, Board of Supervisors

Brian Veercamp, Chair

Date: _____

FOR THE UNION

Kim Gillingham

Kim Gillingham
Labor Representative

Date: 5-18-15

ATTEST: James Mitistrin
Clerk of the Board of Supervisor

By: Deputy Clerk

Date: _____

**Letter of Agreement
Between the County of El Dorado
And The
El Dorado County Law Enforcement Managers' Association**

Whereas, the July 1, 2013 – June 30, 2016 Memorandum of Understanding between the El Dorado County (County) and the El Dorado County Law Enforcement Managers' Association bargaining unit, currently offers County-sponsored retiree health plan options as defined in Article 12, Section 4 to enrolled retirees, and

Whereas, the language in Article 12, Section 4 of the agreement currently provides for a County-sponsored Retiree Health Plan PPO and a Retiree Health Plan HMO, and

Whereas, the County and El Dorado County Law Enforcement Managers' Association wish to continue to provide a County-sponsored Retiree Health Plan PPO and Retiree Health Plan HMO specifically for early retirees (up to age 64), and

Whereas, the County and El Dorado County Law Enforcement Managers' Association wish to provide an additional County-sponsored Medicare-eligible Retiree Advantage Health Plan, in addition to the currently established Advantage Plan, and in lieu of the current Medicare-eligible Retiree PPO Plans, in order to offer more affordability to Medicare eligible retirees while creating a savings to the County, and

Whereas, for the remaining 2015 and 2016 benefit year, the Retiree Health Benefit Contribution for retirees age 65 and older will be calculated using the highest cost Medicare-eligible Retiree Advantage Health Plan published rate, plus dental, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County of El Dorado (County) and the El Dorado County Law Enforcement Managers' Association bargaining unit, through their duly authorized representatives.

FOR THE COUNTY



Bobbi Bennett
Human Resources Manager

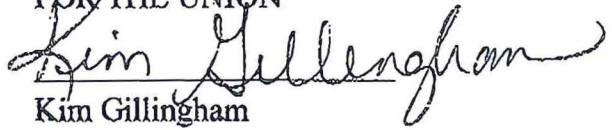
Date: June 30, 2015

Chairman, Board of Supervisors

Brian Veercamp, Chair

Date: _____

FOR THE UNION



Kim Gillingham
Labor Representative

Date: 5-18-15

ATTEST: James Mitistrin
Clerk of the Board of Supervisor

By: Deputy Clerk

Date: _____

**Letter of Agreement
Between the County of El Dorado
And The
El Dorado County Managers' Association**

Whereas, the January 1, 2014 – December 31, 2016 Memorandum of Understanding between the El Dorado County (County) and the El Dorado County Managers' Association bargaining unit, currently offers County-sponsored retiree health plan options as defined in Article 12, Section 4 to enrolled retirees, and

Whereas, the language in Article 12, Section 4 of the agreement currently provides for a County-sponsored Retiree Health Plan PPO and a Retiree Health Plan HMO, and

Whereas, the County and El Dorado County Managers' Association wish to continue to provide a County-sponsored Retiree Health Plan PPO and Retiree Health Plan HMO specifically for early retirees (up to age 64), and

Whereas, the County and El Dorado County Managers' Association wish to provide an additional County-sponsored Medicare-eligible Retiree Advantage Health Plan, in addition to the currently established Advantage Plan, and in lieu of the current Medicare-eligible Retiree PPO Plans, in order to offer more affordability to Medicare eligible retirees while creating a savings to the County, and

Whereas, for the remaining 2015 and 2016 benefit year, the Retiree Health Benefit Contribution for retirees age 65 and older will be calculated using the highest cost Medicare-eligible Retiree Advantage Health Plan published rate, plus dental, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County of El Dorado (County) and the El Dorado County Managers' Association bargaining unit, through their duly authorized representatives.

FOR THE COUNTY



Bobbi Bennett
Human Resources Manager

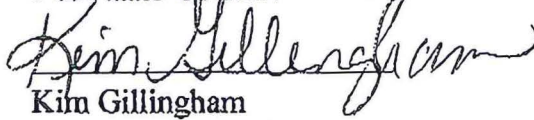
Date: June 30, 2015

Chairman, Board of Supervisors

Brian Veercamp, Chair

Date: _____

FOR THE UNION



Kim Gillingham
Labor Representative

Date: 5-18-15

ATTEST: James Mitistrin
Clerk of the Board of Supervisor

By: Deputy Clerk

Date: _____

**Letter of Agreement
Between the County of El Dorado
And The
Operating Engineers Local Union No. 3 Corrections Unit**

Whereas, the January 1, 2014 – December 31, 2016 Memorandum of Understanding between the El Dorado County (County) and the Operating Engineers Local Union No. 3 Corrections bargaining unit, currently offers County-sponsored retiree health plan options as defined in Article 8, Section 9.E. to enrolled retirees, and

Whereas, the language in Article 8, Section 9.E. of the agreement currently provides for a County-sponsored Retiree Health Plan PPO and a Retiree Health Plan HMO, and

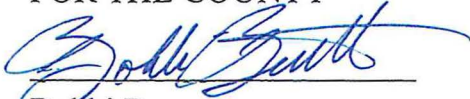
Whereas, the County and OE3 Corrections wish to continue to provide a County-sponsored Retiree Health Plan PPO and Retiree Health Plan HMO specifically for early retirees (up to age 64), and

Whereas, the County and OE3 Corrections wish to provide an additional County-sponsored Medicare-eligible Retiree Advantage Health Plan, in addition to the currently established Advantage Plan, and in lieu of the current Medicare-eligible Retiree PPO Plans, in order to offer more affordability to Medicare eligible retirees while creating a savings to the County, and

Whereas, for the remaining 2015 and 2016 benefit year, the Retiree Health Benefit Contribution for retirees age 65 and older will be calculated using the highest cost Medicare-eligible Retiree Advantage Health Plan published rate, plus dental, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County of El Dorado (County) and the Operating Engineers Local Union No. 3 Corrections bargaining unit, through their duly authorized representatives.

FOR THE COUNTY



Bobbi Bennett
Human Resources Manager

Date: June 30, 2015

Chairman, Board of Supervisors

Brian Veercamp, Chair

Date: _____

FOR THE UNION



Gregory C. Ramirez
Senior Business Representative

Date: 5/14/2015

ATTEST: James Mitistrin
Clerk of the Board of Supervisor

By: Deputy Clerk

Date: _____

Letter of Agreement
Between the County of El Dorado
And The
Operating Engineers Local Union No. 3 Trades and Crafts Unit

Whereas, the January 1, 2014 – December 31, 2016 Memorandum of Understanding between the El Dorado County (County) and the Operating Engineers Local Union No. 3 Trades and Crafts bargaining unit, currently offers County-sponsored retiree health plan options as defined in Article 8, Section 7.D. to enrolled retirees, and

Whereas, the language in Article 8, Section 7.D. of the agreement currently provides for a County-sponsored Retiree Health Plan PPO and a Retiree Health Plan HMO, and

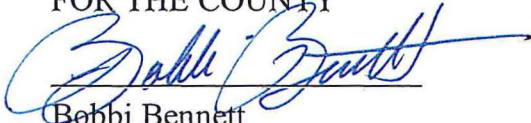
Whereas, the County and OE3 Trades and Crafts wish to continue to provide a County-sponsored Retiree Health Plan PPO and Retiree Health Plan HMO specifically for early retirees (up to age 64), and

Whereas, the County and OE3 Trades and Crafts wish to provide an additional County-sponsored Medicare-eligible Retiree Advantage Health Plan, in addition to the currently established Advantage Plan, and in lieu of the current Medicare-eligible Retiree PPO Plans, in order to offer more affordability to Medicare eligible retirees while creating a savings to the County, and

Whereas, for the remaining 2015 and 2016 benefit year, the Retiree Health Benefit Contribution for retirees age 65 and older will be calculated using the highest cost Medicare-eligible Retiree Advantage Health Plan published rate, plus dental, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County of El Dorado (County) and the Operating Engineers Local Union No. 3 Trades and Crafts bargaining unit, through their duly authorized representatives.

FOR THE COUNTY



Bobbi Bennett

Human Resources Manager


Date: June 30, 2015

Chairman, Board of Supervisors

Brian Veercamp, Chair

Date: _____

FOR THE UNION



Gregory C. Ramirez

Senior Business Representative

Date: 6/14/2015

ATTEST: James Mitistrin
Clerk of the Board of Supervisor

By: Deputy Clerk

Date: _____

**Letter of Agreement
Between the County of El Dorado
And The
Operating Engineers Local Union No. 3 Probation Unit**

Whereas, the January 1, 2014 – December 31, 2016 Memorandum of Understanding between the El Dorado County (County) and the Operating Engineers Local Union No. 3 Probation Unit bargaining unit, currently offers County-sponsored retiree health plan options as defined in Article 8, Section 7.D. to enrolled retirees, and

Whereas, the language in Article 8, Section 7.D. of the agreement currently provides for a County-sponsored Retiree Health Plan PPO and a Retiree Health Plan HMO, and

Whereas, the County and OE3 Probation wish to continue to provide a County-sponsored Retiree Health Plan PPO and Retiree Health Plan HMO specifically for early retirees (up to age 64), and

Whereas, the County and OE3 Probation wish to provide an additional County-sponsored Medicare-eligible Retiree Advantage Health Plan, in addition to the currently established Advantage Plan, and in lieu of the current Medicare-eligible Retiree PPO Plans, in order to offer more affordability to Medicare eligible retirees while creating a savings to the County, and

Whereas, for the remaining 2015 and 2016 benefit year, the Retiree Health Benefit Contribution for retirees age 65 and older will be calculated using the highest cost Medicare-eligible Retiree Advantage Health Plan published rate, plus dental, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County of El Dorado (County) and the Operating Engineers Local Union No. 3 Probation Unit bargaining unit, through their duly authorized representatives.

FOR THE COUNTY



Bobbi Bennett

Human Resources Manager

Date: June 30, 2015

Chairman, Board of Supervisors

Brian Veercamp, Chair

Date: _____

FOR THE UNION



Gregory C. Ramirez

Senior Business Representative

Date: 5/14/2015

ATTEST: James Mitistrin

Clerk of the Board of Supervisor

By: Deputy Clerk

Date: _____

**Letter of Agreement
Between the County of El Dorado
And The
Deputy Sheriffs' Association**

Whereas, the June 28, 2011 – December 31, 2013 Memorandum of Understanding between the El Dorado County (County) and the Deputy Sheriffs' Association bargaining unit, currently offers County-sponsored retiree health plan options as defined in Article 10, Section G to enrolled retirees, and

Whereas, the language in Article 10, Section G of the agreement currently provides for a County-sponsored Retiree Health Plan PPO and a Retiree Health Plan HMO, and

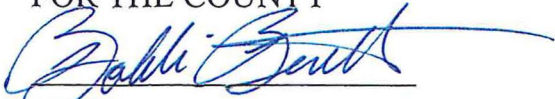
Whereas, the County and Deputy Sheriffs' Association wish to continue to provide a County-sponsored Retiree Health Plan PPO and Retiree Health Plan HMO specifically for early retirees (up to age 64), and

Whereas, the County and Deputy Sheriffs' Association wish to provide an additional County-sponsored Medicare-eligible Retiree Advantage Health Plan, in addition to the currently established Advantage Plan, and in lieu of the current Medicare-eligible Retiree PPO Plans, in order to offer more affordability to Medicare eligible retirees while creating a savings to the County, and

Whereas, for the remaining 2015 and 2016 benefit year, the Retiree Health Benefit Contribution for retirees age 65 and older will be calculated using the highest cost Medicare-eligible Retiree Advantage Health Plan published rate, plus dental, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County of El Dorado (County) and the Deputy Sheriffs' Association bargaining unit, through their duly authorized representatives.

FOR THE COUNTY



Bobbi Bennett
Human Resources Manager

Date: June 30, 2015

Chairman, Board of Supervisors

Brian Veercamp, Chair

Date: _____

FOR THE UNION



Todd Crawford
President

Date: 5/12/15

ATTEST: James Mitistrin
Clerk of the Board of Supervisor

By: Deputy Clerk

Date: _____