

**The County of El Dorado and
The El Dorado County Employees' Association, Local 1**

Side Letter to Memorandum of Understanding

July 1, 2013 to June 30, 2016

The County of El Dorado ("County") and the El Dorado County Employees' Association, Local 1, ("Association") agree to amend their Memorandum of Understanding ("MOU") with the term of July 1, 2013 through June 30, 2016 defining the negotiated wages, working hours, terms and conditions of employment as described in this Side Letter. This Side Letter is based on the following circumstances:

1. The Parties conducted a lengthy and thorough labor negotiation in 2013 during which the Parties agreed to make numerous financial and non-financial improvements to their MOU.
2. The Parties agreed that the term of their current MOU would be three years from July 1, 2013 to June 30, 2016.
3. During the term of the MOU, the County has faced fiscal challenges.
4. The Parties have discussed the County's current financial circumstances and the term of the MOU.

Based on these facts, the Parties agree to amend Section 1 of the MOU to extend the term of the agreement by one year as follows:

"Section 1 Negotiation and Ratification"

El Dorado County Employees' Association, Public Employees Union, Local 1 (herein referenced to as "Local 1") and representatives of the County of El Dorado (herein referenced to as "County") have met and conferred in good faith regarding wages, hours and other terms and conditions of employment of employees in the General (GE), Professional (PL) and Supervisory (SU) Bargaining Units, have freely exchanged information, opinions and proposals and have reached agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

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

This successor Memorandum of Understanding (MOU) is for the period commencing on July 1, 2013 through and including June 30, 2017, and it shall become of full force and effect upon adoption of the Board of Supervisors. Nothing herein shall be applied on a retroactive basis unless specifically indicated in writing within the agreement.

This Memorandum of Understanding shall be presented to the Board of Supervisors, as the joint recommendations of the undersigned. Unless otherwise indicated herein, all provisions shall become effective on the date approved by the Board of Supervisors.”

The Parties further agree to amend Section 19 of the MOU to facilitate the extension of the term of the MOU as follows:

“Section 19 Successor Agreement

Negotiations for a successor Memorandum of Understanding shall begin no later than November, 2016.”

This Side Letter supersedes Section 1 and Section 19 of the MOU. This Side Letter 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:

Human Resources Director Pamela Knorr

Date

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

Jere Copeland

Date

Human Resources recommending the Board approve and authorize the Chair to sign a Side Letter to Memorandum of Understanding (MOU) with the El Dorado County Employees' Association, Local No. 1 to amend their Memorandum of Understanding (“MOU”) with the term of July 1, 2013 through June 30, 2016 to the period commencing on July 1, 2013 through and including June 30, 2017

This successor Memorandum of Understanding (MOU) is for the period commencing on July 1, 2013 through and including June 30, 2017, and it shall become of full force and effect upon adoption of the Board of Supervisors. Nothing herein shall be applied on a retroactive basis unless specifically indicated in writing within the agreement.

amend Section 19 of the MOU to facilitate the extension of the term of the MOU so negotiations for a successor Memorandum of Understanding shall begin no later than November, 2016.

Amend Section 1 of the MOU to extend the term of the agreement by one year

The Parties conducted a lengthy and thorough labor negotiation in 2013 during which the Parties agreed to make numerous financial and non-financial improvements to their MOU. The Parties agreed that the term of their current MOU would be three years from July 1, 2013 to June 30, 2016. During the term of the MOU, the County has found it challenging to maintain a balanced budget. The Parties have discussed the County's current financial circumstances and the term of the MOU.

This Side Letter supersedes Section 1 and Section 19 of the MOU. This Side Letter constitutes the full and complete agreement between the Parties to extend the term of their MOU.