

**Letter of Agreement
Between the County of El Dorado and the Operating Engineers Local No. 3
Trades and Crafts Bargaining Unit**

This Letter of Agreement (LOA) memorializes the Agreement between the County of El Dorado (County) and Operating Engineers, Local 3 representing employees in the Trades & Crafts Bargaining Unit to address the Classification and Compensation Study (Study).

1. Koff Associates performed a Classification and Compensation Study related to the County's job classification system.
2. The County will provide the results of the Koff Study to the OE3 Trades and Crafts Bargaining Unit Representative as they become available.
3. The parties understand that the CAO and Human Resources department will conduct a review and analysis of the results of the Koff Study, which will be presented to the Board.
4. Any actions to be taken by the Board of Supervisors related to the Koff study will be considered in an open session of a regular meeting of the Board, during which all interested parties may offer input.
5. The County of El Dorado and the OE3 Trades and Crafts Bargaining Unit Representative agree to meet and confer over the mandatory subjects related to any changes that may be considered or result from the Classification and Compensation Study.
6. The parties understand and agree that review and possible implementation of all or part of the recommendations contained in the Study will involve numerous discussions and will take a significant amount of time.

THEREFORE, the parties intend to continue current negotiations regarding a successor MOU separate from any future discussions related to the Koff Study.

FOR THE COUNTY:

FOR THE UNION:

Tameka Usher
Human Resources Director
Or Designee

Tim Neep
Director, Public Employees Division
Or Designee

Date: _____

Date: _____

Board of Supervisors

ATTEST: James Mitrisin
Clerk of the Board of Supervisors

Shiva Frentzen, Chair

By: Deputy Clerk

Date: _____

Date: _____