



# **The County of El Dorado**

## **Human Resources Department**

*Judith Kerr, Interim Human Resources Director*

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May 12, 2009

Board of Supervisors  
330 Fair Lane  
Placerville, CA 95667

Dear Board Members,

On Tuesday, May 12, 2009, the representatives of the El Dorado County Law Enforcement Managers Association (LEMA) signed the ratified tentative agreement (TA) between the County of El Dorado and the El Dorado County Law Enforcement Managers Association (EDCLEMA) representing employees in the Law Enforcement Managers (SM) bargaining unit. This tentative agreement is for the successor Memorandum of Understanding (MOU) between the County and this bargaining unit covering the period of January 1, 2009 through June 30, 2010.

### Recommendation

Staff recommends the Board adopt the attached Resolution and the Memorandum of Understanding (MOU) between the parties for this bargaining unit which contains the significant changes as approved in closed session.

### Reason for Recommendation:

The parties have negotiated in good faith to reach a mutually agreed upon successor MOU during these tough economic times. The parties recognize the economic hardship facing the County and all of the residents and in the spirit of cooperation want to meet the needs of the County. The significant changes to this successor El Dorado County Law Enforcement Managers Association MOU are identified below (please note all new language changes to the MOU are underlined and highlighted in the MOU):

- The most significant change is the elimination of retiree health insurance for all newly hired employees effective pay period 14, or June 30, 2009, on page 22 of the MOU. This elimination of retiree health insurance does not include those individuals who are the subject of a Reduction In Force (RIF) under Article 15, commonly referred to as layoff starting on page 23, but does include all other newly hired employees in this bargaining unit and those individuals who voluntarily leave County service under Article 4., Section 3., Salary Upon Reemployment (page 6 of the MOU).

- The next significant change is to the previous mileage reimbursement section found under Article 10, Section 6 on page 17 of the LEMA MOU wherein the Board Policy D-1 will now be utilized instead of the previous reimbursement methods.
- The next significant change is the addition of the Reduction In Force (RIF) language found under Article 15- Reduction In Force (starting on page 23 of the MOU).
- The next significant change was to the Article 23, found on page 33 in the MOU, titled Economic Hardship that gives the County the opportunity to reopen negotiations under certain conditions.
- The last significant change to the MOU is in regard to the contribution levels for current employees for the 2009/2010 medical health plan year only beginning pay period 14. Please see excerpt from Article 12, Section 1, found below.

**ARTICLE 12. INSURANCE**

**Section 1. MEDICAL, DENTAL & VISION PLAN**

The County shall make contributions toward the County Health Plan premium costs by the amounts shown below per pay period:

A. The County shall increase its contribution to the County's medical/dental plan by up to 7.5%. Any remaining cost shall be paid by the employee.

B. The County proposes changes to the health plan contribution levels for the plan year of 2009/2010 for employees covered by this bargaining unit as a one time modification for this plan year only. Effective upon approval of the Board of Supervisors but no earlier than the first full pay period containing the date of July 1, 2009, the contributions levels per pay period as proposed by the County will be as follows:

	<u>County</u> <u>Contributions</u>	<u>Employee</u> <u>Contribution</u>
<u>Employee Only</u>	<u>\$190.90</u>	<u>\$131.10</u>
<u>Employee + One</u>	<u>\$359.81</u>	<u>\$243.19</u>
<u>Employee + Two or more</u>	<u>\$504.15</u>	<u>\$316.85</u>

Sincerely,



Deborah Kal  
Senior Personnel Analyst

Cc: Galye Erbe-Hamlin, CAO  
Lou Green, County Counsel