



**The County of El Dorado**  
**Human Resources Department**  
**Risk Management**  
**M. Allyn Bulzomi, Director**

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July 29, 2011

Board of Supervisors  
County of El Dorado  
330 Fair Lane  
Placerville, CA 95667

RE: Recommended Memorandum of Understanding with Operating Engineers Local Union No. 3  
Trades and Crafts Bargaining Unit

Dear Board Members;

At the direction of your Board, staff has met and negotiated in good faith with the Operating Engineers Local No. 3 Trades & Crafts Bargaining Unit. The parties began the negotiation process June 2010 on a successor MOU that expired December 31, 2007, as required under Government Code Section 3500 et seq. The parties have operated under an imposed Modified Last, Best and Final Offer since August 11, 2009. The parties have met numerous times, exchanged proposals, and have given serious consideration in regard to the successor MOU during these difficult economic times. This MOU is the result of the County and Trades & Crafts Bargaining Unit working together for the long range economic well being of the County.

On or about July 29, 2011, members of Trades & Crafts Bargaining Unit ratified the recommended MOU. This successor MOU is now before the Board for final adoption. Staff recommends adoption of the successor MOU and provides highlights of the agreement as follows:

1. CalPERS "Second Tier" - The County and Trades & Crafts Bargaining Unit are in agreement to implement a CalPERS second tier for retirement benefits. The second tier would become effective upon adoption by the Board upon a Contract Amendment between the Board of Administration for CalPERS and the County of El Dorado. The second tier would provide all new hires after the effective date of the amendment retirement benefits of 2% @ 60, with Three-Year Final Compensation. Current employees would continue under 2% @ 55, Single Highest Year Final Compensation.
2. Current Employee CalPERS Contribution – The employee contribution to CalPERS is 7% of payroll as determined by CalPERS. Current employees, after the second year of employment, do not pay any of the 7%. Under this MOU Trades & Crafts members would pay 3% of the 7% employee contribution, effective the first full payroll following adoption of this agreement. Additionally, new employees hired on or after the adoption of this agreement will pay the full 7% for the first five (5) years of employment. At the end of the first five (5) years of

employment the employee will pay 3% and the County will pay 4% of the employee contribution to PERS.

3. Multi-Year Agreement – This MOU is a multi-year agreement effective upon adoption by the Board through December 31, 2013.
4. Due to the amount of seasonal overtime, especially around the Holidays, your Board authorized staff to agree to adding holidays back into the calculation of hours worked for the purpose of calculating overtime.
5. The majority of other changes are language changes intended to provide better direction for all parties including detailed language concerning education degrees.

This recommended Memorandum of Understanding represents work done by staff and the union to meet the needs of both parties. The long range economic outlook of the County was at the forefront of negotiations throughout the process.

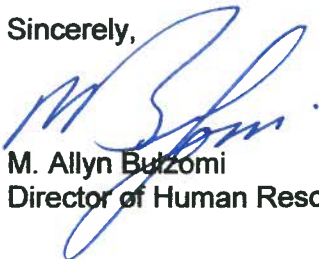
Recommendation:

Staff recommends the Board approve, adopt, and authorize the Chair to sign the attached Resolution and the Memorandum of Understanding between the County of El Dorado and the Operating Engineers Local No. 3 Trades & Crafts Bargaining Unit.

Reason for Recommendation:

The parties have negotiated in good faith since June 2010 in an attempt to reach a mutually agreed upon successor MOU during these tough economic times. The previous MOU expired December 31, 2007, with an imposed Modified Last, Best and Final Offer in place since August 11, 2009. The parties recognize the economic conditions facing this County and came together to meet the long term economic goals of the County.

Sincerely,



M. Allyn Bulzomi  
Director of Human Resources