

**Letter of Agreement
Between the County of El Dorado
and the
El Dorado County Managers' Association
Representing Employees in the Management (MA) Bargaining Unit**

Whereas, the El Dorado County Managers' Association (EDCMA) represents employees in the Management (MA) bargaining unit, and

Whereas, the County of El Dorado (County) and EDCMA executed a Memorandum of Understanding (MOU) for the period of July 1, 2021 to June 30, 2024, and

It is agreed by the Parties that effective the first full pay period following Board of Supervisors adoption of this Letter of Agreement, Article 11 of the MOU shall be amended to add the following section as follows:

Article 11. Section 12. Procurement Certification Incentive

- A. Employees who are assigned by the appointing authority or their designee in writing to manage the County's central procurement division and charged with performing professional procurement responsibilities and who are a Certified Public Procurement Officer (CPPO) shall receive a differential of five percent (5.0%) of base salary for each hour in paid status for possessing such certification.*
- B. Employees who are assigned by the appointing authority or their designee in writing to manage the County's central procurement division and charged with performing professional procurement responsibilities and who are a Certified Professional Public Buyer (CPPB) shall receive a differential of two and one half percent (2.5%) of base salary for each hour in paid status for possessing such certification.*
- C. Each employee eligible to receive this incentive shall provide proof of valid certification in the form of a copy of the certification, an official notification letter from the certifying body (Universal Public Purchasing Certification Council or successor body), or a copy of an online certification standing from the UPPCC. Eligibility to receive the incentive will cease 1) upon the date of certification withdrawal, expiration, decertification, or other termination, or 2) upon change in job assignment that no longer qualifies the employee for the differential. The duties and responsibilities of the County's central procurement division (the Chief Administrative Office, Procurement and Contracts Division or successor named department/division) and the activities that constitute professional procurement responsibilities shall be at the discretion of the appointing authority or their designee. When such assignment is terminated at the discretion of the appointing authority or their designee for non-disciplinary reasons and the employee is no longer entitled to Procurement Certification Incentive pay, such loss of Procurement Certification Incentive pay shall not be considered a "punitive action" and is not subject to appeal or grievance.

* Represents total amount of incentive granted; amount shown is not cumulative with the incentive

for being a Certified Professional Public Buyer (CPPB) (i.e., if a qualifying employee is both a CPPO and a CPPB, such employee still only receives a maximum incentive of five percent (5.0%) of base salary for each hour in paid status).

FOR THE COUNTY

Joseph Carruesco
Human Resources Director
Or Designee

Date: _____

Board of Supervisors

Chair, Board of Supervisors

Date: _____

FOR THE ASSOCIATION

Kim Gillingham
Labor Representative
Or Designee

Date: _____

ATTEST: Kim Dawson
Clerk of the Board of Supervisor

By: Deputy Clerk

Date: _____