

**Letter of Agreement
Between the County of El Dorado
And
El Dorado County Criminal Attorneys' Association
August 2009**

This letter memorializes the agreement between the County of El Dorado (County) and the El Dorado County Criminal Attorneys' Association (EDCCAA) representing employees in the Criminal Attorney bargaining unit to amend the Memorandum of Understanding (MOU) with a term of May 12, 2009 through June 30, 2010. The intent of this amendment to the Memorandum of Understanding is to both suspend the cash out provision of management leave until July 1, 2011 and to modify the management leave distribution under Article 10, Section 1 as follows:

ARTICLE 10. LEAVES

Section 1. MANAGEMENT LEAVE

Effective July 1, 2011, employees shall receive eighty (80) hours of management leave in pay period 15 of each year, as set forth below.

- A. Part-time employees shall receive a prorated share of management leave based upon their ongoing work schedule. This applies to all sections of this agreement.
- B. Employees hired after **January 1** of each year shall receive half the designated entitlement of management leave.
- C. The following temporary provisions shall be effective immediately upon approval of the CA Unit and the Board of Supervisors and shall govern the provision of management leave until July 1, 2011:
 - **The CA bargaining unit agrees to immediately freeze the management leave cash out option until July 1, 2011.**
 - **CA bargaining unit members have until June 30, 2010 to use up any current management leave balances. Any accrued balance not used by June 30, 2010 will be eliminated.**
 - **Effective January 1, 2010, CA bargaining unit members will receive 60 hours of management leave in the first full pay period of January 2010. This leave cannot be cashed out at any time. Any accrued balance not used by June 30, 2010 will be eliminated.**
 - **Effective July 1, 2010, CA bargaining unit members will receive 60 hours of management leave. This leave cannot be cashed out at any time. CA**

bargaining unit members have until June 30, 2011 to use any management leave balances. Any leave balance not used by June 30, 2011 will be eliminated.

- **Effective July 1, 2011, CA bargaining unit members will receive 80 hours of management leave. The cash out provisions in sub-section D below shall apply.**
- D. **Effective the Fiscal Year beginning the first full pay period with the date of July 1, 2011, CA bargaining unit members will receive 80 hours of management leave.** Payment for any unused management leave may be requested by the employee in writing only during the pay periods which include September 30; December 15; March 31; and June 15 in eight (8) hour increments, with appropriate notification to the Auditor's Department.
- E. Any employee who does not exhaust all of their management leave by June 30th of each **fiscal** year may be paid, at the base hourly rate for any remaining unused management leave, only as provided in this section, 1 D. Any unused or unpaid hours remaining June 30th will be eliminated and such leave will not be carried over from one fiscal year to another.

County of El Dorado

El Dorado County
Criminal Attorney Association

M. Allyn Bulzomi
Director of Human Resources

Kim Gillingham
Labor Representative

DATE:_____

DATE:_____

Approved By:

Ron Briggs
Chair of the Board of Supervisors

DATE:_____

Attest:
Suzanne Allen de Sanchez