



**RESOLUTION NO. \_\_\_\_\_**

**OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO**

**WHEREAS**, representatives of the County of El Dorado and the Operating Engineers Local No 3 Business Representative representing employees in the Trades and Crafts bargaining unit have met and conferred in good faith since on or about March 31, 2007; and,

**WHEREAS**, said representatives have failed to reach a tentative agreement on a variety of economic and cost saving and cost neutral issues for the period commencing January 1, 2008; and

**WHEREAS**, said representatives have failed to reach tentative agreement on a variety of economic and cost saving issues and the impasse procedure identified under the Employer/Employee Relations Resolution 10-83, Article IV, Section 17 and Section 18 have been implemented and followed since on or about April 2009; and

**WHEREAS**, said representatives are at the end of the impasse process and are now bringing the Modified Last, Best, and Final Offer, that is attached and incorporated herein, before the Board for final adoption as provided under Article IV, Section 18 b where "the Board of Supervisors shall take such action regarding the impasse as it, in its discretion, deems appropriate as in the public interest. Any legislative action by the Board of Supervisors shall be final and binding"; and

**WHEREAS**, members of the Trades & Crafts bargaining unit held an election and voted on or about June 3, 2009 to not ratify the elements contained within the Last, Best and Final Offer by the County; and

**WHEREAS**, the County representatives have not been able to secure a mutual tentative agreement with the Trades & Crafts bargaining unit; and

**WHEREAS**, the previous Memorandum Of Understanding (MOU) expired December 31, 2007, the County representatives are now presenting the attached Modified Last, Best, and Final Offer to the Board of Supervisors for final action.

**THEREFORE BE IT RESOLVED**, that the Board of Supervisors for the County of El Dorado approve and adopt and authorize the Chair to sign this Resolution to impose the attached Modified Last, Best, and Final Offer by the County of El Dorado for the wages, hours and other terms and conditions of employment covering the Operating Engineers, Local No 3, representing employees in the Trades & Crafts bargaining unit, effective the first full pay period following adoption by the Board on August 11, 2009.

**THEREFORE BE IT FURTHER RESOLVED**, that the Board of Supervisors for the County of El Dorado directs the Human Resources Department and Payroll to implement the changes contained therein.

**PASSED AND ADOPTED** by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the 11<sup>th</sup> day of August 2009, by the following vote of said Board:

**Attest:**  
Suzanne Allen de Sanchez  
Clerk of the Board of Supervisors

**Ayes:**  
**Noes:**  
**Absent:**

By: \_\_\_\_\_  
Deputy Clerk

\_\_\_\_\_ Chairman, Board of Supervisors

**I CERTIFY THAT:**  
THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE.

**DATE:** \_\_\_\_\_

**Attest:** Suzanne Allen de Sanchez, Clerk of the Board of Supervisors  
of the County of El Dorado, State of California.

By: \_\_\_\_\_  
Deputy Clerk