

**Letter of Agreement
Between the County of El Dorado
And
Operating Engineers Local Union No. 3
Representing employees in the
Probation Bargaining Unit**

The County of El Dorado (EDC) and Operating Engineers Local Union No. 3 (OE3), representing employees in the Probation bargaining unit agree that, due to recruiting and retention issues facing EDC in the South Lake Tahoe area, a temporary Recruiting and Retention Adjustment shall be provided to individuals in the classifications set forth below. Effective on the first day of the pay period following approval by the Board of Supervisors, a seven percent (7%) adjustment shall be provided to all full-time, part-time and extra help employees assigned to the South Lake Tahoe Juvenile Treatment Center only in the following classifications:

- Deputy Probation Officer I, Institution
- Deputy Probation Officer II, Institution
- Senior Deputy Probation Officer, Institution
- Supervising Deputy Probation Officer, Institution

THE ATTACHED INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE.

DATE August 14, 2008
 ATTEST: CINDY KECK, Clerk of the Board of Supervisors of the County of El Dorado, State of California.
Marcie McFarland

Beginning the first day of the first payroll period in 2010, the above referenced Recruiting and Retention Adjustment shall be reduced from 7% to 5% of the base wage rate. Beginning the first day of the first payroll period in 2011, the above referenced Recruiting and Retention Adjustment shall be reduced from 5% to 3% of the base wage rate. Beginning with the first day of the first payroll period in 2012, the above referenced Recruiting and Retention Adjustment shall be eliminated.

For the County of El Dorado

[Signature]
 Ted J. Cwiek, Director of Human Resources

7/28/08
 Date

[Signature]
 Gayle Erbe-Hamlin, Interim CAO

7/29/08
 Date

CHAIRMAN BOARD OF SUPERVISORS

[Signature]
 Rusty Dupray, Chair

DATE: 7/22/08

**For the Operating Engineers,
Local Union No. 3, Probation:**

[Signature]
 Rick Davis, Representative

7-18-08
 Date

Date

ATTEST: Cindy Keck, Clerk
 Of the Board of Supervisors

[Signature]
 Deputy Clerk

DATE: 7/22/08 #3.D1.1