



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

330 Fair Lane, Placerville, CA 95667

Phone (530) 621-5565 Fax (530) 642-9815
Jobline (530) 621-5579 TDD (530) 621-4693

June 21, 2011

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

RE: Recommended Memorandum of Understanding with Deputy Sheriffs' Association

Dear Board Members;

At the direction of your Board, staff has met and negotiated in good faith with the El Dorado County Deputy Sheriffs' Association (DSA). The parties began the negotiation process May 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 December 15, 2009. The parties have met numerous times, exchanged proposal, 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 DSA working together for the long range economic well being of the County.

On or about June 7, 2011, members of DSA 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 DSA are in agreement to implement a CalPERS second Tier for retirement benefits. The second tier would become effective upon adoption by the Board of 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% @ 50, with Three-Year Final Compensation. Current employees would continue under 3% @ 50, Single Highest Year Final Compensation.
2. Current Employee CalPERS Contribution – The employee contribution to CalPERS is 9% of payroll as determined by CalPERS. Current employees, after the second year of employment, do not pay any of the 9%. Under this MOU DSA members would pay the 9% employee contribution, phased in over the next two years, 3% July 2011, 6% January 2012 and the full 9% July 2012.

3. Multi-Year Agreement – This MOU is a multi-year agreement effective upon adoption by the Board through December 31, 2013.
4. The majority of other changes are language changes intended to provide better direction for all parties including new more 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.

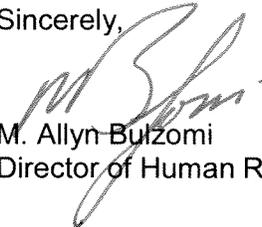
Recommendation:

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 El Dorado County Deputy Sheriffs' Association.

Reason for Recommendation:

The parties have negotiated in good faith since May 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 December 15, 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 Butzomi
Director of Human Resources

- c. Terri Daly, CAO
Lou Green, County Counsel
Todd Crawford, DSA