



# *The County of El Dorado*

## *Human Resources Department*

*Allyn Bulzomi, Human Resources Director*

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September 14, 2009

Board of Supervisors  
330 Fair Lane  
Placerville, CA 95667

Dear Board Members,

On Friday, August 14, 2009, the representatives of the El Dorado County Employees Association Local No 1 (EDCEA) representing employees in the General (GE), Professional (PL), and Supervisory (SU) bargaining units and the representatives of the County of El Dorado, Department of Human Resources, met to go over the Last, Best, and Final Offer in regard to the successor Memorandum of Understanding (MOU) between the County of El Dorado and the El Dorado County Employees Association Local No 1 (EDCEA) representing employees in the General (GE), Professional (PL), and Supervisory (SU) bargaining units. The previous MOU between the parties expired December 31, 2008. The County representatives and the EDCEA representatives for Local No 1 were able to reach a Tentative Agreement (TA) as part of the collective bargaining process for the successor MOU. The TA covers wages, hours, and other terms and conditions of employment for employees in these bargaining units for the period of January 1, 2009 through June 30, 2010. The negotiated TA incorporates the changes to the successor MOU and the ratification vote by the members of the EDCEA bargaining units was completed on or about September 11, 2009. The Resolution to adopt the MOU is now brought before the Board for final adoption by the Board of Supervisors. This negotiated successor MOU is before the Board on the September 22, 2009 Agenda.

### Recommendation

Staff recommends the Board approve, adopt, and authorize the Chair to sign the attached Resolution and the Memorandum of Understanding (MOU) between the County of El Dorado and the El Dorado County Employees Association, Local No 1 (EDCEA) representing employees in the General (GE), Professional (PL), and Supervisory (SU) bargaining units containing the significant changes approved in closed session. Please see the attached documents.


### Reason for Recommendation:

The parties have negotiated in good faith since March 2009 in an attempt to reach a mutually agreed upon successor MOU during these tough economic times. The previous MOU expired December 31, 2008. The parties recognize the economic hardship facing the County. We were still able to reach a mutual agreement during this time.

The significant changes to this successor El Dorado County Employees Association, Local No 1 (EDCEA) representing employees in the General (GE), Professional (PL), and Supervisory (SU) bargaining units MOU are identified below:

- One change is the elimination of retiree health insurance for all new hires found on page 30 of the MOU. This elimination of retiree health insurance does not include those individuals who are the subject of a Reduction In Force (RIF) under Article 12 (Status on Restoration on page 44), commonly referred to as layoff.
- Another change is to the definition of overtime found in Article 7 Days and Hours of Work, Premiums & Bonuses, Section 2 Overtime, sub-section B Definition (page 12 of the MOU) wherein this bargaining unit will only be paid overtime for hours worked over 40 hours in a work week, commonly referred to as the federal law for overtime known as the Fair Labor Standards Act or F.L.S.A. The change excludes the use of holidays, administrative leave, vacation, compensatory time off and sick leave as “Time Worked.” This change will be implemented as soon as feasible as determined by the County of El Dorado.
- The last significant change is found in the last Article 18 titled Economic Hardship wherein the County may reopen negotiations with this bargaining under certain conditions.

Sincerely,

  
Allyn Bulzomi  
Director of Human Resources

Cc: Gayle Erbe-Hamlin, CAO  
Lou Green, County Counsel  
Deborah Kal, Senior Personnel Analyst

Attachments:

Attachment 1: Board Resolution  
Attachment 2: Successor MOU