

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

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

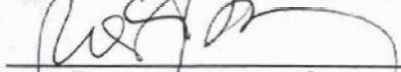

Ted J. Cwiek, Director of Human Resources

7/28/08
Date


Gayle Erbe-Hamlin, Interim CAO

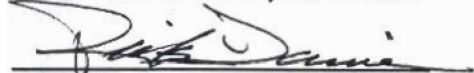
7/29/08
Date

CHAIRMAN, BOARD OF SUPERVISORS


Rusty Dupray, Chair

DATE: 7/22/08

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


Rick Davis, Representative

7-18-08
Date

Date

ATTEST: Cindy Keck, Clerk
Of the Board of Supervisors

By: 
Deputy Clerk

DATE: 7/22/08



OFFICE OF COUNTY COUNSEL
INTER-DEPARTMENT MEMORANDUM

TO: Cindy Keck, Clerk of the Board of Supervisors
FROM: Louis B. Green, County Counsel *LBG*
DATE: July 25, 2008
RE: Report Out of Closed Session July 22, 2008, Item No. 61

In closed session on July 22, 2008, the Board of Supervisors authorized a Letter of Agreement with Operating Engineers, Local No. 3, (OE3) relating to Probation Officers. The Letter of Agreement has been ratified by OE3 and this report of the Board's action is being made. It should be retained in the file for the meeting of July 22, 2008.

The Letter of Agreement provides a 7% Recruitment and Retention adjustment (stipend) declining to zero over the course of three years.

The Letter of Agreement is a public document available for review upon request.

LBG/stl

Cc: Ted Cwiek, Dir. of Human Resources

S:/Bd of Supervisors/Correspondence/Report Out of Letter Agreement with Operating Engineers

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