

**Letter of Agreement
Between the County of El Dorado and the
El Dorado County Employee Association, Local No. 1
Representing Employees in the
General (GE), Professional (PL), and Supervisory (SU) Bargaining Units**

Whereas, the July 1, 2013 – June 30, 2016 Memorandum of Understanding (MOU) between the El Dorado County (County) and the El Dorado County Employee Association, Local No. 1 Representing Employees in the General (GE), Professional (PL), and Supervisory (SU) bargaining units, offers County-sponsored retiree health plan options to enrolled retirees, and

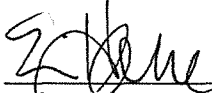
Whereas, the language in Article 9, Section 9.D. of the MOU states that the retiree health insurance as stated in Article 9, Section 9 will be discontinued for all newly hired employees after January 1, 2009, and

Whereas, County and El Dorado County Employee Association, Local No. 1 wish to clarify that the language in Article 9, Section 9.D. only applies to the discontinuance of the County contribution toward retiree health for employees hired after January 1, 2009, but that said employees may continue to participate, at their own cost, in the County-sponsored retiree health plan options provided they meet certain criteria specified in the plan, and

Whereas, this interpretation of the language in Article 9, Section 9.D. is consistent with the parties' understanding and the County's past practice of allowing eligible employees, regardless of their date of employment, to participate in County-sponsored retiree health insurance plans, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County and El Dorado County Employee Association, Local No. 1 bargaining unit, through their duly authorized representatives.

FOR THE COUNTY




Erin Hane
Human Resources Manager
Date: 8/13/15

Chairman, Board of Supervisors

Brian Veerkamp, Chair
Date: _____

FOR THE UNION



Jere Copeland
Executive Director, Local 1
Date: 7/24/15

ATTEST: James Mitistrin
Clerk of the Board of Supervisor

By: Deputy Clerk
Date: _____

Letter of Agreement
Between the County of El Dorado and the Operating Engineers
Local Union No. 3 Corrections Unit

Whereas, the January 1, 2014 – December 31, 2016 Memorandum of Understanding (MOU) between the El Dorado County (County) and Operating Engineers Local Union No. 3 Corrections (OE3 Corrections) bargaining unit, offers County-sponsored retiree health plan options to enrolled retirees, and


Whereas, the language in Article 8, Section 9.E. of the MOU states that the retiree health insurance as stated in Article 8, Section 9 will be discontinued for all newly hired employees after January 1, 2009, and

Whereas, County and OE3 Corrections wish to clarify that the language in Article 8, Section 9.E. only applies to the discontinuance of the County contribution toward retiree health for employees hired after January 1, 2009, but that said employees may continue to participate, at their own cost, in the County-sponsored retiree health plan options provided they meet certain criteria specified in the plan, and

Whereas, this interpretation of the language in Article 8, Section 9.E. is consistent with the parties' understanding and the County's past practice of allowing eligible employees, regardless of their date of employment, to participate in County-sponsored retiree health insurance plans, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County and OE3 Corrections bargaining unit, through their duly authorized representatives.

FOR THE COUNTY




Erin Hane
Human Resources Manager
Date: 8/13/15

Chairman, Board of Supervisors

Brian Veerkamp, Chair
Date: _____

FOR THE UNION



Gregory C. Ramirez
Senior Business Representative
Date: 7/24/2015

ATTEST: James Mitistrin
Clerk of the Board of Supervisor

By: Deputy Clerk
Date: _____

Letter of Agreement
Between the County of El Dorado and the Operating Engineers
Local Union No. 3 Probation Unit

Whereas, the January 1, 2014 – December 31, 2016 Memorandum of Understanding (MOU) between the El Dorado County (County) and Operating Engineers Local Union No. 3 Probation (OE3 Probation) bargaining unit, offers County-sponsored retiree health plan options to enrolled retirees, and

Whereas, the language in Article 8, Section 7.D. of the MOU states that the retiree health insurance as stated in Article 8, Section 7 will be discontinued for all newly hired employees after January 1, 2009, and

Whereas, County and OE3 Probation wish to clarify that the language in Article 8, Section 7.D. only applies to the discontinuance of the County contribution toward retiree health for employees hired after January 1, 2009, but that said employees may continue to participate, at their own cost, in the County-sponsored retiree health plan options provided they meet certain criteria specified in the plan, and

Whereas, this interpretation of the language in Article 8, Section 7.D. is consistent with the parties' understanding and the County's past practice of allowing eligible employees, regardless of their date of employment, to participate in County-sponsored retiree health insurance plans, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County and OE3 Probation bargaining unit, through their duly authorized representatives.

FOR THE COUNTY



Erin Hane

Human Resources Manager

Date: 8/13/15

Chairman, Board of Supervisors

Brian Veerkamp, Chair

Date: _____

FOR THE UNION



Gregory C. Ramirez

Senior Business Representative

Date: 7/24/2015

ATTEST: James Mitistrin

Clerk of the Board of Supervisor

By: Deputy Clerk

Date: _____

Letter of Agreement
Between the County of El Dorado and the Operating Engineers
Local Union No. 3 Trades and Crafts Unit

Whereas, the January 1, 2014 – December 31, 2016 Memorandum of Understanding (MOU) between the El Dorado County (County) and Operating Engineers Local Union No. 3 Trades and Crafts (OE3 Trades and Crafts) bargaining unit, offers County-sponsored retiree health plan options to enrolled retirees, and

Whereas, the language in Article 8, Section 7.D. of the MOU states that the retiree health insurance as stated in Article 8, Section 7 will be discontinued for all newly hired employees after August 11, 2009, and

Whereas, County and OE3 Trades and Crafts wish to clarify that the language in Article 8, Section 7.D. only applies to the discontinuance of the County contribution toward retiree health for employees hired after August 11, 2009, but that said employees may continue to participate, at their own cost, in the County-sponsored retiree health plan options provided they meet certain criteria specified in the plan, and

Whereas, this interpretation of the language in Article 8, Section 7.D. is consistent with the parties' understanding and the County's past practice of allowing eligible employees, regardless of their date of employment, to participate in County-sponsored retiree health insurance plans, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County and OE3 Trades and Crafts bargaining unit, through their duly authorized representatives.

FOR THE COUNTY



Erin Hane
Human Resources Manager

Date: 8/13/15

Chairman, Board of Supervisors

Brian Veerkamp, Chair

Date: _____

FOR THE UNION



Gregory C. Ramirez
Senior Business Representative

Date: 7/24/2015

ATTEST: James Mitistrin
Clerk of the Board of Supervisor

By: Deputy Clerk

Date: _____

Letter of Agreement
Between the County of El Dorado and the
El Dorado County Deputy County Counsel Association

Whereas, the January 1, 2014 – June 30, 2017 Memorandum of Understanding (MOU) between the El Dorado County (County) and the El Dorado County Deputy County Counsel Association (DCCA) bargaining unit, offers County-sponsored retiree health plan options to enrolled retirees, and

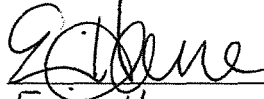
Whereas, the language in Article 12, Section 4.B of the MOU states that the retiree health insurance as stated in Article 12, Section 4 will be discontinued for all newly hired employees after June 30, 2009, and

Whereas, County and DCCA wish to clarify that the language in Article 12, Section 4.B. only applies to the discontinuance of the County contribution toward retiree health for employees hired after June 30, 2009, but that said employees may continue to participate, at their own cost, in the County-sponsored retiree health plan options provided they meet certain criteria specified in the plan, and

Whereas, this interpretation of the language in Article 12, Section 4.B. is consistent with the parties' understanding and the County's past practice of allowing eligible employees, regardless of their date of employment, to participate in County-sponsored retiree health insurance plans, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County and DCCA bargaining unit, through their duly authorized representatives.

FOR THE COUNTY




Erin Hane
Human Resources Manager
Date: 7/14/15

Chairman, Board of Supervisors

Brian Veerkamp, Chair
Date: _____

FOR THE UNION



David Livingston
President
Date: 7/14/15

ATTEST: James Mitistrin
Clerk of the Board of Supervisor

By: Deputy Clerk
Date: _____

**Letter of Agreement
Between the County of El Dorado and the
Deputy Sheriffs' Association**

Whereas, the January 1, 2014 – December 31, 2016 Memorandum of Understanding (MOU) between the El Dorado County (County) and the Deputy Sheriffs' Association (DSA) bargaining unit, offers County-sponsored retiree health plan options to enrolled retirees, and

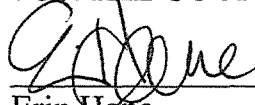
Whereas, the language in Article 9, Section 6 of the MOU states that the retiree health insurance as stated in Article 9, Section 6 will be discontinued for all newly hired employees after January 19, 2010, and

Whereas, County and DSA wish to clarify that the language in Article 9, Section 6 only applies to the discontinuance of the County contribution toward retiree health for employees hired after January 19, 2010, but that said employees may continue to participate, at their own cost, in the County-sponsored retiree health plan options provided they meet certain criteria specified in the plan, and

Whereas, this interpretation of the language in Article 9, Section 6 is consistent with the parties' understanding and the County's past practice of allowing eligible employees, regardless of their date of employment, to participate in County-sponsored retiree health insurance plans, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County and DSA bargaining unit, through their duly authorized representatives.

FOR THE COUNTY

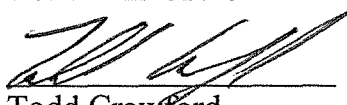


Erin Hane

Human Resources Manager

Date: 8/13/15

FOR THE UNION



Todd Crawford

President

Date: 7/29/15

Chairman, Board of Supervisors

ATTEST: James Mitistrin

Clerk of the Board of Supervisor

Brian Veerkamp, Chair

Date: _____

By: Deputy Clerk

Date: _____

**Letter of Agreement
Between the County of El Dorado and the
El Dorado County Law Enforcement Managers' Association**

Whereas, the July 1, 2013 – June 30, 2016 Memorandum of Understanding (MOU) between the El Dorado County (County) and the El Dorado County Law Enforcement Managers' Association (LEMA) bargaining unit, offers County-sponsored retiree health plan options to enrolled retirees, and

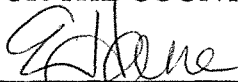
Whereas, the language in Article 12, Section 4.B of the MOU states that the retiree health insurance as stated in Article 12, Section 4 will be discontinued for all newly hired employees after May 19, 2009, and

Whereas, County and LEMA wish to clarify that the language in Article 12, Section 4.B. only applies to the discontinuance of the County contribution toward retiree health for employees hired after May 19, 2009, but that said employees may continue to participate, at their own cost, in the County-sponsored retiree health plan options provided they meet certain criteria specified in the plan, and

Whereas, this interpretation of the language in Article 12, Section 4.B. is consistent with the parties' understanding and the County's past practice of allowing eligible employees, regardless of their date of employment, to participate in County-sponsored retiree health insurance plans, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County and LEMA bargaining unit, through their duly authorized representatives.

FOR THE COUNTY

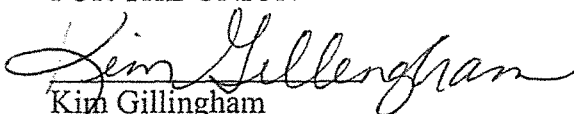


Erin Hane
Human Resources Manager
Date: 8/20/15

Chairman, Board of Supervisors

Brian Veerkamp, Chair
Date: _____

FOR THE UNION



Kim Gillingham
Labor Representative
Date: 8-17-15

ATTEST: James Mitistrin
Clerk of the Board of Supervisor

By: Deputy Clerk
Date: _____

**Letter of Agreement
Between the County of El Dorado and the
El Dorado County Criminal Attorneys' Association**

Whereas, the January 1, 2014 – December 31, 2016 Memorandum of Understanding (MOU) between the El Dorado County (County) and the El Dorado County Criminal Attorneys' Association (CAA) bargaining unit, offers County-sponsored retiree health plan options to enrolled retirees, and

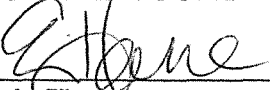
Whereas, the language in Article 12, Section 4 of the MOU states that the retiree health insurance as stated in Article 12, Section 4 will be discontinued for all newly hired employees after June 30, 2009, and

Whereas, County and CAA wish to clarify that the language in Article 12, Section 4 only applies to the discontinuance of the County contribution toward retiree health for employees hired after June 30, 2009, but that said employees may continue to participate, at their own cost, in the County-sponsored retiree health plan options provided they meet certain criteria specified in the plan, and

Whereas, this interpretation of the language in Article 12, Section 4 is consistent with the parties' understanding and the County's past practice of allowing eligible employees, regardless of their date of employment, to participate in County-sponsored retiree health insurance plans, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County and CAA bargaining unit, through their duly authorized representatives.

FOR THE COUNTY

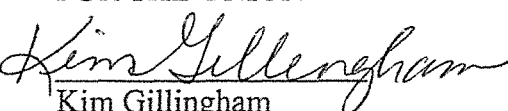


Erin Hane
Human Resources Manager
Date: 8/20/15

Chairman, Board of Supervisors

Brian Veerkamp, Chair
Date: _____

FOR THE UNION



Kim Gillingham
Labor Representative
Date: 8-17-15

ATTEST: James Mitistrin
Clerk of the Board of Supervisor

By: Deputy Clerk
Date: _____

**Letter of Agreement
Between the County of El Dorado and the
El Dorado County Managers' Association**

Whereas, the January 1, 2014 – December 31, 2016 Memorandum of Understanding (MOU) between the El Dorado County (County) and the El Dorado County Managers' Association (MA) bargaining unit, offers County-sponsored retiree health plan options to enrolled retirees, and

Whereas, the language in Article 13, Section 4.B of the MOU states that the retiree health insurance as stated in Article 13, Section 4 will be discontinued for all newly hired employees after June 30, 2009, and

Whereas, County and MA wish to clarify that the language in Article 13, Section 4.B. only applies to the discontinuance of the County contribution toward retiree health for employees hired after June 30, 2009, but that said employees may continue to participate, at their own cost, in the County-sponsored retiree health plan options provided they meet certain criteria specified in the plan, and

Whereas, this interpretation of the language in Article 13, Section 4.B. is consistent with the parties' understanding and the County's past practice of allowing eligible employees, regardless of their date of employment, to participate in County-sponsored retiree health insurance plans, therefore

This Letter of Agreement (LOA) is to memorialize the agreement reached between the County and MA bargaining unit, through their duly authorized representatives.

FOR THE COUNTY



Erin Hane
Human Resources Manager
Date: 8/20/15

FOR THE UNION



Kim Gillingham
Labor Representative
Date: 8-17-15

Chairman, Board of Supervisors

ATTEST: James Mitistrin
Clerk of the Board of Supervisor

Brian Veerkamp, Chair
Date: _____

By: Deputy Clerk
Date: _____