



# *The County of El Dorado*

*Human Resources Department*

*Risk Management*

*Ted J. Cwiek, Director*

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June 13, 2008

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

Dear Chair:

On or about February 2008, the County and the El Dorado County Managers' Association reached a Tentative Agreement in regard to the first comprehensive Memorandum of Understanding (MOU) between the parties. Attached please find the first full comprehensive MOU subject to final ratification by the members of the EDCMA and subsequent final approval by your Board.

The Board of Supervisors has previously approved other separate provisions in regard to wages, hours, terms and conditions of employment for this bargaining unit since their inception on or about 2004. One abbreviated MOU with the term of June 25, 2005 through December 31, 2007 and another Letter of Agreement (LOA) dealing with management leave cash out, uniform allowance, and holiday in lieu dated December 12, 2006. During the interim other Board policies and the existing Salary and Benefits Resolution, as amended, were other documents that also addressed wages, hours, terms and conditions of employment for these employees in the EDCMA bargaining unit. The parties have been bargaining to create the first comprehensive MOU to cover this bargaining unit as a foundation and starting point for future negotiations.

Subsequent to the first submittal to the Board for approval on March 4, 2008, the has taken the MOU out to the membership to seek ratification. This MOU was ratified on or about May 16, 2008, and is now before the Board for final approval.

## **Recommendation**

Staff recommends the Board adopt the attached Resolution approving the first comprehensive Memorandum of Understanding (MOU) between El Dorado County Managers' Associations effective July 1, 2008, and authorize the Chair to sign. The reason for staff recommendation is to have one central document as the basis for future negotiations in compliance with Government Code 3500 et seq.

## **Fiscal Impact**

The estimated cost to implement the provisions of this MOU for the remainder of the 2007-08 fiscal years have already been incorporated into the budget.

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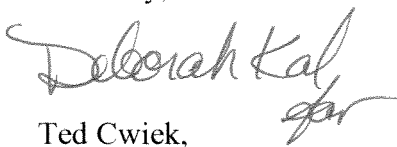
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### **Actions Taken After Approval**

With the signature of the Chair of the Board this provides direction to staff in the Human Resources Department and the Auditor/Controller's Office to distribute and implement the provisions of the MOU.

Thank you for your consideration on these matters.

Sincerely,

A handwritten signature in cursive script, appearing to read "Ted Cwiek".

Ted Cwiek,  
Director of Human Resources