



The County of El Dorado

Human Resources Department

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May 13, 2009

Board of Supervisors
330 Fair Lane
Placerville, CA 95667

Dear Board Members,

On Wednesday, May 13, 2009, the representatives of the El Dorado Deputy County Counsel Association signed the ratified tentative agreement (TA) between the County of El Dorado and the El Dorado Deputy County Counsel Association (EDCDCCA) representing employees in the County Counsel (CC) bargaining unit. This TA is for the first comprehensive Memorandum of Understanding (MOU) between the County and this bargaining unit covering the period of adoption by the Board of Supervisors through June 30, 2011 and is before the Board on May 19, 2009.

Recommendation

Staff recommends the Board adopt the attached Resolution and the Memorandum of Understanding (MOU) between the County and the CC bargaining unit which contains the significant changes as previously approved in closed session.

Reason for Recommendation:

The parties have negotiated in good faith to reach a mutually agreed upon successor MOU during these tough economic times. The parties recognize the economic hardship facing the County and all of the residents and in the spirit of cooperation want to meet the needs of the County.

This is the first comprehensive Memorandum of Understanding (MOU) covering this bargaining unit. The significant changes from the previously negotiated abbreviated MOU that expired December 31, 2007 and the applicable sections of the Salary and Benefits Resolution 323-2001, as amended, covering the employees in the El Dorado County Deputy County Counsel Association (CC) MOU are identified below (please note all new language changes to the MOU are underlined and highlighted in the MOU):

- The most significant change is the elimination of retiree health insurance for all new hires effective upon approval of the MOU by the Board, or May 19, 2009, found on page 20 of the MOU. The elimination of retiree health insurance does not include those individuals who are the subject of a Reduction In Force (RIF) under Article 15 (page 22 of MOU), commonly referred to as layoff, but does include all other newly hired employees in this bargaining unit and those

individuals who voluntarily leave County service found under Article 5, Section 4.D Salary Upon Reemployment, sub section D (page 5 of MOU).

- The next significant change is also another cost savings under Article 9, Section 3 Court Appearances, MOU page 15, in regard to the modification of the work schedule rather than additional paid time to compensate for the additional work time.
- The next significant change is to the previous mileage reimbursement section found under Article 10, Section 4 on page 16 of the CC MOU wherein the Board Policy D-1 will now be utilized instead of the previous reimbursement methods.
- The next significant change is found under the Reduction In Force (layoff) language under Article 15, starting on page 22 of the CC MOU. This is different than what is in the other MOU's and Board policy because the CC bargaining unit is a small bargaining unit, ten (10) employees, contained in only one department.
- The next significant change to the MOU is in regard to the medical plan. These contribution levels are for medical health care for current active employees for the 2009/2010 medical health plan year only, beginning pay period 14 of 2009. These are different contribution levels from what was listed on the Board Agenda item number 33 for May 12, 2009. Please see excerpt from Article 13, Section 1, found on page 19 of the MOU below.

ARTICLE 13. INSURANCE

Section 1. MEDICAL, DENTAL & VISION PLAN

The County shall make contributions toward the County Health Plan premium costs by the amounts shown below per pay period:

A. The County shall increase its contribution to the County's medical/dental plan by up to 7.5%. Any remaining cost shall be paid by the employee.

B. The County proposes changes to the health plan contribution levels for the plan year of 2009/2010 for employees covered by this bargaining unit as a one time modification for this plan year only. Effective upon approval of the Board of Supervisors but no earlier than the first full pay period containing the date of July 1, 2009, the contributions levels per pay period as proposed by the County will be as follows:

	<u>County</u> <u>Contributions</u>	<u>Employee</u> <u>Contribution</u>
<u>Employee Only</u>	<u>\$190.90</u>	<u>\$131.10</u>
<u>Employee + One</u>	<u>\$359.81</u>	<u>\$243.19</u>
<u>Employee + Two or more</u>	<u>\$504.15</u>	<u>\$316.85</u>

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- The last significant change for this CC bargaining unit is found under Article 22 Economic Hardship, page 33 of the MOU, wherein the CC bargaining unit has agreed to the reopener language.

Sincerely,

A handwritten signature in cursive script that reads "Deborah Kal".

Deborah Kal
Senior Personnel Analyst

Cc: Galye Erbe-Hamlin, CAO
Lou Green, County Counsel