



The County of El Dorado
Human Resources Department
Risk Management
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Board of Supervisors
County of El Dorado
330 Fair Lane
Placerville, CA 95667

RE: Recommended Memorandum of Understanding with El Dorado County Managers' Association

Dear Board Members;

At the direction of your Board, staff has met and negotiated in good faith with the El Dorado County Managers' Association (EDCMA). The parties began the negotiation process June 2010 on a successor Memorandum of Understanding (MOU) that expired on June 30, 2010. As required under Government Code Section 3500 et seq. the parties have met numerous times, exchanged proposals, and have given serious consideration in regard to the successor MOU during these difficult economic times. This MOU is the result of the County and EDCMA working together for the long range economic well being of the County.

On or about November 3, 2011, members of EDCMA ratified the recommended MOU. This successor MOU is now before the Board for final adoption. Staff recommends adoption of this successor MOU and provides highlights of the agreement as follows:

1. CalPERS Second Tier for "Local Safety Members" - The County and the Managers' Association are in agreement to implement a CalPERS second tier for retirement benefits. The second tier will become effective upon adoption by the Board of a contract amendment between the Board of Administration for CalPERS and the County of El Dorado. The second tier will provide all new hires, after the effective date of the contract amendment retirement benefits of 2% @ 50, with Three Year Final Compensation, designated as a "Local Safety Member".
2. "Local Safety Member" CalPERS Contribution- For the period July 1, 2010 to the first full pay period after adoption of this MOU, the County shall pay the nine percent (9%) employee portion of CalPERS "Local Safety Member" employee contribution. Effective the first full pay period following adoption of the this MOU by the Board of Supervisors, the County will pay the CalPERS contribution equal to five percent (5%) and the employee will pay four percent (4%). "Local Safety Members" hired after adoption of this MOU by the Board of Supervisors shall pay the full employee portion of the CalPERS contribution of nine percent (9%) for the first (5) years or 130 pay periods of employment. Effective at the beginning of the sixth (6th) year, or

pay period 131 of employment, "Local Safety Member" employees shall pay four percent (4%) and the County shall pay five percent (5%) of the employee share of the CalPERS contribution.

3. CalPERS Second Tier for "Local Miscellaneous Member" The County shall continue its contract with CalPERS to provide 2% @ 55, Single Highest Year, retirement plan for employees who were hired prior to the effective date of the CalPERS contract amendment. A second tier will be established for new hires assigned under "Local Miscellaneous Member", benefit formula of 2% @ 60, with Three-Year Final Compensation, upon the effective date of the contract amendment with CalPERS.
4. "Local Miscellaneous Member" CalPERS Contribution- For the period July 1, 2010 to the first full pay period after the adoption of this MOU the County shall pay the seven percent (7%) employee portion of PERS "Local Miscellaneous Member" employee contribution. Effective the first full pay period following adoption of this MOU by the Board of Supervisors, the County will pay that portion of each "Local Miscellaneous Member" employee's PERS contribution equal to four percent (4%) of reportable compensation and the employee will pay three percent (3%) of reportable compensation.

"Local Miscellaneous Member" employees hired after adoption of this MOU by the Board of Supervisors shall pay the full employee portion of seven percent (7%) of the PERS "Local Miscellaneous Member" contribution for the first five (5) years or 130 pay periods of employment. Effective at the beginning of the sixth (6th) year, or pay period 131 of employment, employees shall pay three percent (3%) and the County shall pay four percent (4%) of the employee share of the PERS "Local Miscellaneous Member" employee contribution.

5. Multi-Year Agreement – This MOU is a multi-year agreement effective upon adoption by the Board through December 31, 2013.
6. The majority of other changes are language changes intended to provide better direction for all parties.

This recommended Memorandum of Understanding represents work done by staff and the union to meet the needs and interests of both parties. The long range economic outlook of the County was at the forefront of negotiations throughout the process.

Recommendation:

Staff recommends the Board approves, adopt, and authorize the Chair to sign the attached Resolution and the Memorandum of Understanding between the County of El Dorado and the El Dorado County Managers' Association, and direct staff of Human Resources and the Auditor/Controller's office to implement changes as reflected in the MOU.

Reason for Recommendation:

The parties have negotiated in good faith since June 2010 in an attempt to reach a mutually agreed upon successor MOU during these tough economic times. The previous MOU expired June 30, 2010.

11/9/2011

Page 3

The parties recognize the economic conditions facing this County and came together to meet the long term economic goals of the County.

Sincerely,

Karl Knoblauch
Director of Human Resources

c. Terri Daly, CAO
Lou Green, County Counsel
Joe Harn, Auditor/Controller