

**Letter of Agreement  
Between the County of El Dorado  
and the  
Operating Engineers Local #3 AFL-CIO  
Representing Employees in the Trades and Crafts Bargaining Unit**

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Whereas, the County of El Dorado (County) and the Operating Engineers Local #3 AFL-CIO (OE3) representing employees in the Trades and Crafts (TC) bargaining units executed a Memorandum of Understanding (MOU) for the period of July 1, 2017 to December 31, 2018, and

Whereas, the language in Article 6, Section 7 of the MOU provides for longevity pay, and

Whereas, the County payroll system cannot accommodate a modification from existing practice to the language adopted with this successor MOU, which states that longevity pay shall become effective no later than the full biweekly pay period which includes the completion of the required period of continuous service, and

Whereas, the language in Article 9, Section 1 of the MOU provides for premium compensation for employees who work on an official County holiday or observed holiday in lieu, and

Whereas, the County and OE3 wish to clarify that such premium compensation may be compensated in either cash or Compensatory Time Off, and

NOW, THEREFORE, the County and OE3 Trades and Crafts wish to amend Article 6, Section 7, and Article 9, Section 1, as follows:

**Article 6. Section 7.** Longevity Pay

Longevity pay shall be granted for continuous service in an allocated position with the County, except as otherwise provided under the terms of this MOU or Personnel Rules, as follows. Base salary is defined as the hourly rate as listed in the Salary Resolution for the employee's classification and step.

After 10 years 5% of base salary

After 15 years 7.5% of base salary\*

After 20 years 10% of base salary\*

\* Represents total amount of longevity granted; amount shown are not cumulative. Any and all longevity credits, or pay for those employees who are eligible, shall become effective no later than the first full biweekly pay period following the completion of the required period of continuous service.

**Article 9. Section 1.** Holidays (D)

If a full-time or part-time employee is required to work on an official County holiday or observed holiday in lieu, the employee shall be entitled to premium compensation at time and one half of their base rate of pay for all hours actually worked, in addition to holiday pay. Hours worked on a holiday shall be compensated in either cash or in compensatory time off (CTO).

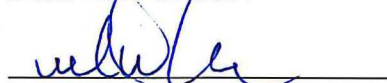
FOR THE COUNTY



Tameka Usher  
Human Resources Director  
Or Designee

Date: 12-11-17

FOR THE UNION



Michael De Anda  
Business Representative  
Or Designee

Date: 12-11-17

Board of Supervisors

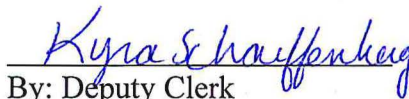


Chair, Board of Supervisors

Date: 1-9-18

ATTEST: James Mitrison

Clerk of the Board of Supervisor



By: Deputy Clerk

Date: 1-9-18