



***The County of El Dorado***  
***Human Resources Department***  
***Risk Management***  
***Karl Knoblauch, Director***

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November 14, 2011

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

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

Dear Board Members;

At the direction of your Board, staff has met and negotiated in good faith with the El Dorado County Law Enforcement Managers' Association (EDCLEMA). The parties began the negotiation process in January 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 EDCLEMA working together for the long range economic well being of the County.

On or about November 11th, 2011, members of EDCLEMA 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 - The County and the Law Enforcement 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 with CalPERS. The second tier will provide all new hires, designated as "Local Public Safety Members" retirement benefits of 2% @ 50, with Three Year Final Compensation. Current employees will continue under retirement benefit 3% @ 50, Single Highest Year Final Compensation.
2. Current Employee CalPERS Contribution – The County currently pays the employee portion of the CalPERS contribution of nine percent (9%) for one member of the Probation Department, classified as the Deputy Chief Probation Officer. Members in the classifications of Sheriff's Captain, Sheriff's Lieutenant and Chief Investigator D.A.'s office, will continue to pay the nine percent (9%) portion of the CalPERS contribution.
3. Effective the first full pay period following adoption of this MOU by the Board of Supervisors, members in the Probation Department, (Deputy Chief Probation Officer) shall pay two percent

(2%) and the County shall pay seven percent (7%) of the employee portion of the CalPERS contribution. Effective the first full pay period in July 2012, members in the Probation Department, (Deputy Chief Probation Officer) shall pay four percent (4%) and the County shall pay five percent (5%).

4. Future Employee CalPERS Contribution - Probation Department employees hired after the adoption of this MOU by the Board of Supervisors shall pay the full nine percent (9%) employee portion of the CalPERS "Safety" contribution for years 0-5, or 130 pay periods. Effective the start of the sixth (6<sup>th</sup>) year, or pay period 131, the employee shall pay four percent (4%) and the County shall pay five percent (5%).
5. Multi-Year Agreement – This MOU is a multi-year agreement effective upon adoption by the Board through June 30, 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 El Dorado County Law Enforcement Managers' Association 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 El Dorado County Law Enforcement Managers' Association, and direct staff of Human Resources and the Auditor/Controller's office to implement changes as reflected in the Memorandum of Understanding.

Reason for Recommendation:

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