



Legislation Details (With Text)

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Title: Human Resources recommending the Board approve and authorize the Chair to sign a Side Letter to Memorandum of Understanding (MOU) with the El Dorado County Employees' Association, Local No. 1 to amend their MOU with the term of July 1, 2013 through June 30, 2016 to the period commencing on July 1, 2013 through and including June 30, 2017.

FUNDING: N/A

Sponsors:

Indexes:

Code sections:

Attachments: 1. 5A - Blue Route Extend MOU 6-28-16, 2. 5B - Side Letter Extend MOU 6-28-16, 3. Executed Side Letter to MOU 6-28-16, 4. 4A - Letter of Agreement Amended Local 1 On-Call Redline 5-19-15, 5. 4B - Letter of Agreement Amended Local 1 On-Call Final 5-19-15, 6. Executed Letter of Agreement Local 1 5-19-15 item 37.pdf, 7. 2A - Blue Route Letter of Agreement Local 1 9/16/14, 8. 2B - Letter of Agreement Local 1 BOS 9-23-14.pdf, 9. 2C - June 21 2011 Letter of Agreement Local 1 9/16/14, 10. Executed Letter of Agreement 9-23-14 item 18.pdf, 11. A - Resolution-Local 1 MOU 2013 11/5/13, 12. B - MOU Local 1 2013 - 2016 11/5/13, 13. C- Amended Resolution-Local 1 MOU 2013.pdf, 14. Fully executed Resolution 164-2013.pdf, 15. Fully executed MOU with Local 1.pdf

Date	Ver.	Action By	Action	Result
6/28/2016	5	Board of Supervisors	Approved	Pass
5/19/2015	4	Board of Supervisors	Approved	Pass
9/23/2014	3	Board of Supervisors	Approved	Pass
9/16/2014	2	Board of Supervisors	Continued	Pass
11/5/2013	1	Board of Supervisors	Approved	Pass

Human Resources recommending the Board approve and authorize the Chair to sign a Side Letter to Memorandum of Understanding (MOU) with the El Dorado County Employees' Association, Local No. 1 to amend their MOU with the term of July 1, 2013 through June 30, 2016 to the period commencing on July 1, 2013 through and including June 30, 2017.

FUNDING: N/A

DEPARTMENT RECOMMENDATION

Approval of the Side Letter will result in the following changes:

- 1) Amend Section 1 of the MOU to extend the term of the agreement by one year;
- 2) Amend Section 19 of the MOU to facilitate the extension of the term of the MOU so negotiations for a successor Memorandum of Understanding shall begin no later than November, 2016;

EDCEA Local 1 has reviewed and concurs with the recommended changes.

DISCUSSION / BACKGROUND

On November 5, 2013, the Board of Supervisors adopted Resolution 164-2013 approving the successor Memorandum of Understanding (MOU) between the County of El Dorado and the El Dorado County Employees Association (EDCEA) Local No. 1, representing employees in the General (GE), Professional (PL) and Supervisory (SU) Bargaining Units and authorized the Chairman to sign said MOU, noting the MOU would be effective the first full pay period upon ratification by the Board of Supervisors through June 30, 2016.

At that time, the Parties conducted a lengthy and thorough labor negotiation in 2013 during which the Parties agreed to make numerous financial and non-financial improvements to their MOU. The Parties agreed that the term of their current MOU would be three years from July 1, 2013 to June 30, 2016. During the term of the MOU, the County has faced fiscal challenges. The Parties have discussed the County's current financial circumstances and the term of the MOU.

This recommended Side Letter supersedes Section 1 and Section 19 of the existing MOU and constitutes the full and complete agreement between the Parties to extend the term of the MOU for one-year.

ALTERNATIVES

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

County Counsel has reviewed and approved the recommended changes.

CAO RECOMMENDATION

Approve and authorize the chair to sign the Side Letter to the MOU with El Dorado County Employees' Association, Local No. 1.

FINANCIAL IMPACT

N/A

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon approval, Human Resources to provide the Clerk of the Board with the original Side Letter for the Chair's signature.

Clerk of the Board to return a copy of the Side Letter to Human Resources for implementation.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Pamela Knorr, Director of Human Resources