



Legislation Details (With Text)

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Title: Human Resources Department recommending the Board:
 1) Adopt and authorize the Chair to sign Resolution 158-2023 approving the negotiated Memorandum of Understanding (MOU) between the County of El Dorado Operating Engineers Local No. 3, representing the Corrections Bargaining Unit;
 2) Authorize the Chair to sign said MOU, noting the MOU will be effective the first full pay period following Association ratification and Board of Supervisors adoption of the MOU; and
 3) Direct the Human Resources Department and the Auditor-Controller's Office to administer and implement the MOU provisions.

FUNDING: General Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Approved Blue Route 10-17-2023, 2. B - Resolution 10-17-2023, 3. C - Redline MOU 10-17-2023, 4. D - Clean MOU 10-17-2023, 5. Executed Resolution 158-2023, 6. Executed MOU

Date	Ver.	Action By	Action	Result
10/17/2023	1	Board of Supervisors	Approved	Pass

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 3) Direct the Human Resources Department and the Auditor-Controller's Office to administer and implement the MOU provisions.

FUNDING: General Fund.

DISCUSSION / BACKGROUND

The term of the current MOU between the County of El Dorado and Operating Engineers Local No. 3 AFL-CIO, representing the Corrections Bargaining Unit (Union), ended on June 30, 2023.

Pursuant to the Meyers-Milias-Brown Act (Government Code sections 3500 et seq.), representatives of the Association and the County have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment of employees in the bargaining unit. The County and Union jointly prepared a successor MOU, for the term of July 1, 2023, through June 30, 2026, reflecting agreed revisions to certain terms and conditions. Subject to the provisions in the MOU, those revised terms and conditions with a County cost impact are summarized below, along with the estimated annual cost.

1. Effective the first full pay period following MOU adoption, the County will increase base wages of all classifications in this Unit by 15.02% in order to bring the benchmark position of Correctional Officer II and internally tied non-benchmark classifications to the median (+/- 1%) of the County's March 2023 comparable agency compensation survey. Estimated annual cost of \$1,382,350.
2. Effective the first full pay period in July 2024, the County will increase base wages of all classifications in this Unit by 2.0%. Estimated annual cost of \$211,700.
3. Effective the first full pay period in July 2025, the County will increase base wages of all classifications in this Unit by 2.0%. Estimated annual cost of \$215,950.
4. Add new Geographical Differential for employees who reside in the Tahoe Basin. Estimated annual cost of \$47,500.
5. Add new \$500 New Hire Uniform stipend to offset the initial cost of uniforms. Estimated Annual cost of \$9,000.
6. Increase existing pay differential for Bilingual assignment (from \$50/pay period to \$1.00/hr). Estimated annual cost Increase of \$4,900.
7. Increase existing pay differential for Cover Shift (from \$0.75/hr to \$1.00/hr) and Night Shift (from \$1.00/hr to \$1.25/hr). Estimated annual cost Increase \$4,600.

Other Terms and Conditions which are recommended for update, and which have little or unknown direct cost impact include, but are not limited to:

- Modification of existing salary status upon reemployment language to extend the eligible reappointment period from one to two years.
- Modification of existing language pertaining to work schedules to define and add procedure for employee rest periods.
- Modification of existing language pertaining to acting pay assignments to clarify the applicability of this MOU.
- Modification of existing language pertaining to holidays in order to remove language that otherwise restricted limited term employees from holiday pay eligibility and to clarify date of holiday observance for employees who work non-traditional work schedules.
- Modification of existing language pertaining to Tahoe Differential for County-wide consistency.
- Modification of existing language pertaining to timing of initial use of vacation leave for County-wide consistency.
- Removal of existing language pertaining to retiree's conversion of sick leave to medical insurance premiums as a moot provision.

- Modification of existing language pertaining to use and cash out of accrued Compensatory Time Off for County-wide consistency
- Modification of existing language pertaining to reduction in force for County-wide consistency.
- Incorporation of an existing letter of agreement pertaining to employer-provided life insurance adopted November 15, 2022.

Additional “house-keeping” language changes are included in the recommended MOU.

This MOU cancels all other previous agreements and shall otherwise supersede any policies, practices, or ordinance provisions, with which it may be in conflict. The MOU shall become of full force and effect upon approval and adoption by the Board of Supervisors and shall remain in effect through June 30, 2026. Nothing contained in the MOU shall be applied on a retroactive basis unless specifically stated.

ALTERNATIVES

The County negotiated this MOU in good faith with the Union under authority and direction of the Board, thus there are no recommended alternatives.

PRIOR BOARD ACTION

This successor MOU succeeds and replaces the MOU adopted by the Board of Supervisors on November 5, 2019, with Resolution 188-2019, Legistar item 19-1520.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Operating Engineers Local No. 3

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The impact for the remainder of Fiscal Year 2023-24 would be approximately \$1,002,700 in increased costs affecting only the Sheriff’s Office. It is anticipated that the Sheriff’s Office will be able to cover the increased costs with salary savings. Staff from the Sheriff’s Office will monitor the impacts of compensation changes on the Sheriff’s budget and return to the Board if there is not sufficient budget to cover the compensation increases. Due to FY 2023-24 increases being absorbed through salary savings, when incorporated into the budget in FY 2024-25, it is anticipated that the Sheriff’s Office budget will increase by approximately \$1.7 million.

CLERK OF THE BOARD FOLLOW UP ACTIONS

- 1) The Clerk will obtain the signature of the Chair on the Resolutions; and,
- 2) Human Resources will provide the Clerk with three (3) original MOUs for the Chair to sign upon ratification by the Union; and
- 3) The Clerk will return one (1) copy of each executed resolution and two (2) original MOUs to Misty Garcia in Human Resources once fully executed by the Chair, and retain one (1) fully executed MOU for the Board.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Joseph Carruesco, Director of Human Resources