



## Legislation Details (With Text)

**File #:** 15-0895      **Version:** 2

**Type:** Agenda Item      **Status:** Approved

**File created:** 7/14/2015      **In control:** Board of Supervisors

**On agenda:** 9/1/2015      **Final action:** 9/1/2015

**Title:** Human Resources Department recommending the Board consider the following:  
 1) Approve and authorize the Chair to sign Side Letters of Agreement with the following bargaining units, to provide clarification to the Memorandum of Understanding (MOU) language regarding the discontinuance of the County's contribution for retiree health insurance, and allowing retirees hired after dates specified in each MOU to continue to participate in County-sponsored retiree health plan options at their own cost:  
 a) Operating Engineers, Local #3 - Trades and Crafts Association;  
 b) El Dorado County Criminal Attorneys' Association;  
 c) Operating Engineers, Local #3 - Corrections Association;  
 d) El Dorado County Deputy County Counsel Association;  
 e) El Dorado County Deputy Sheriffs' Association;  
 f) El Dorado County Law Enforcement Managers' Association;  
 g) El Dorado County Employees' Association, Local 1 - representing General, Professional and Supervisory Employees;  
 h) El Dorado County Managers' Association;  
 i) Operating Engineers, Local #3 - Probation Association; and  
 2) Direct Human Resources to administer and implement the provisions of the Side Letters of the Agreements.

FUNDING: Retiree Health Fund and Retiree Participant Payments.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. 2A - Retiree Benefit Disc.Side Letters 9-1-15, 2. 2B - CoCo Blue Route Approval 9-1-15, 3. A - Medicare-Eligible Retiree Side Letters of Agreement - All Unions.pdf, 4. B - CoCo Blue Route Approval 7-21-15, 5. Executed ltrs. of Agmt. 7-21-15 item 5.pdf, 6. Executed Letters of Agreement 9-1-15

Date	Ver.	Action By	Action	Result
9/1/2015	2	Board of Supervisors	Approved	Pass
7/21/2015	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board consider the following:  
 1) Approve and authorize the Chair to sign Side Letters of Agreement with the following bargaining units, to provide clarification to the Memorandum of Understanding (MOU) language regarding the discontinuance of the County's contribution for retiree health insurance, and allowing retirees hired after dates specified in each MOU to continue to participate in County-sponsored retiree health plan options at their own cost:  
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- h) El Dorado County Managers' Association;
- i) Operating Engineers, Local #3 - Probation Association; and
- 2) Direct Human Resources to administer and implement the provisions of the Side Letters of the Agreements.

**FUNDING:** Retiree Health Fund and Retiree Participant Payments.

**DEPARTMENT RECOMMENDATION**

Approve the recommended Letters of Agreement between the County and Operating Engineers, Local #3 - Trades and Crafts Association, El Dorado County Criminal Attorneys' Association, Operating Engineers, Local #3 - Corrections Association, El Dorado County Deputy County Counsel Association, El Dorado County Deputy Sheriffs' Association, El Dorado County Law Enforcement Managers' Association, El Dorado County Employees' Association, Local 1 - representing General, Professional and Supervisory Employees, El Dorado County Managers' Association, and Operating Engineers, Local #3 - Probation Association.

**DISCUSSION / BACKGROUND**

Current MOU language addressing the discontinuance of retiree health insurance only applies to the discontinuance of the County contribution toward retiree health for employees hired after dates specified in each MOU.

The County wishes to add language that allows said employees to continue to participate, at their cost, in the County-sponsored retiree health plan options provided they meet certain criteria specified in the plan, regardless of their hire date, in order to be consistent with the Union's understanding and County's past practice.

**ALTERNATIVES**

N/A

**OTHER DEPARTMENT / AGENCY INVOLVEMENT**

County Counsel has reviewed and approved the recommended changes.

**CAO RECOMMENDATION**

Approve department recommendation.

**FINANCIAL IMPACT**

No change to Net County Cost.

**CLERK OF THE BOARD FOLLOW UP ACTIONS**

Clerk of the Board to obtain Chair's signature on the side letters and return one original for each bargaining unit to Human Resources.

**STRATEGIC PLAN COMPONENT**

N/A

**CONTACT**

Erin Hane, Human Resources Manager