



Legislation Text

File #: 24-0628, **Version:** 1

Human Resources Department recommending the Board adopt and authorize the Chair to sign the negotiated Letter of Agreement to the Memorandum of Understanding between the County of El Dorado and El Dorado County Employees' Association, Local No. 1, AFSCME Council 57 representing the General, Professional, and Supervisory bargaining units to memorialize and implement negotiated provisions regarding term, wages, release time, and holidays/leave.

FUNDING: Various.

DISCUSSION / BACKGROUND

County of El Dorado (County) and El Dorado County Employees' Association, Local No. 1, AFSCME Council 57 (Union), representing employees in the General (GE), Professional (PL), and Supervisory (SU) bargaining units, have an executed Memorandum of Understanding (MOU) for the period of September 12, 2020 to December 31, 2023.

Pursuant to the Meyers-Milias-Brown Act (Government Code sections 3500 et seq.), representatives of the Union and the County have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment of employees in these bargaining units since August 29, 2023, and are currently negotiating in good faith for a successor MOU. However, the Parties have determined that a Letter of Agreement (LOA) is necessary due to current economic circumstances and uncertainties while the Parties continue the good faith negotiation process for a successor MOU. The negotiated LOA terms and conditions with a County cost impact are summarized below, along with the estimated annual cost.

1. Base wages will not be adjusted. Local 1 represented bargaining unit members shall receive a one-time \$1,000 lump sum payment - estimated one-time cost: \$1,027,000;
2. Regular employees shall receive up to 16 hours of a new Personal Leave - estimated cost of lost productivity (wages and benefits paid, but not worked): \$821,000; and
3. One-time increase of presidential release time in fiscal year (FY) 2023-24 - estimated cost of lost productivity: \$1,000.

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

- Clarification that this LOA continues the term of the current MOU while the Parties continue the good faith negotiation process for a successor MOU; and
- Clarification of existing County holiday observance language for employees with three or more consecutive regular days off.

This Letter of Agreement (LOA) amends the MOU adopted by the Board of Supervisors on November

16, 2021, Resolution 152-2021, with Legistar item 21-1788. The LOA shall become of full force and effect upon approval and adoption by the Board of Supervisors and shall remain in effect until modified by a successor MOU.

ALTERNATIVES

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

PRIOR BOARD ACTION

11/16/2021 Legistar item 21-1788

OTHER DEPARTMENT / AGENCY INVOLVEMENT

County Counsel

El Dorado County Employees' Association, Local No. 1, AFSCME Council 57

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The approximate one-time cost in FY 2023-24 is \$1,027,000 for the lump sum payments. The impacted classifications are approximately 65% General Fund, so the estimated impact to the General Fund in FY 2023-24 is \$667,550. The approximate annual cost of loss of productivity for granting the new Personal Leave is \$821,000.

CLERK OF THE BOARD FOLLOW UP ACTIONS

- 1) Human Resources will provide the Clerk with three (3) original LOAs for the Chair to sign upon ratification by Local 1; and
- 2) The Clerk will return two (2) original LOAs to Misty Garcia in Human Resources once fully executed by the Chair and retain one (1) fully executed agreement for the Board.

STRATEGIC PLAN COMPONENT

Workforce Excellence

CONTACT

Joseph Carruesco, Director of Human Resources