



# County of El Dorado

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## Legislation Details (With Text)

**File #:** 12-0651 **Version:** 1

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

**File created:** 5/17/2012 **In control:** Board of Supervisors

**On agenda:** 6/19/2012 **Final action:** 6/19/2012

**Title:** Human Resources recommending the Board:  
1) Authorize the Chair to sign a Memorandum of Understanding (MOU) between the County of El Dorado and El Dorado County Deputy County Counsel Association (EDCDCCA) representing employees in the El Dorado County Deputy County Counsel Association bargaining unit, and noting the MOU would be effective upon ratification by the Board of Supervisors through June 30, 2014; and  
2) Adopt Resolution 079-2012 approving the successor MOU between the County of El Dorado and El Dorado County Deputy County Counsel Association (EDCDCCA). (Est. Time: 15 Min.)

FUNDING: General Fund.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. A - Letter to Board.pdf, 2. B - Memorandum of Understanding DCCA.pdf, 3. C - Resolution 079-2012

Date	Ver.	Action By	Action	Result
6/19/2012	1	Board of Supervisors	Approved	Pass

Human Resources recommending the Board:

1) Authorize the Chair to sign a Memorandum of Understanding (MOU) between the County of El Dorado and El Dorado County Deputy County Counsel Association (EDCDCCA) representing employees in the El Dorado County Deputy County Counsel Association bargaining unit, and noting the MOU would be effective upon ratification by the Board of Supervisors through June 30, 2014; and  
2) Adopt Resolution **079-2012** approving the successor MOU between the County of El Dorado and El Dorado County Deputy County Counsel Association (EDCDCCA). (Est. Time: 15 Min.)

**FUNDING:** General Fund.

<b>BUDGET SUMMARY:</b>	
Total Estimated Cost.....	19,000
Funding.....	
Budgeted.....	
New Funding.....	
Savings.....	
Other.....	
Total Funding Available.....	
Change To Net County Cost.....	19,000

### **Fiscal Impact/Change to Net County Cost:**

The approximate cost to the County will be \$19,000 for this item.

### **Background**

At the direction of your Board, County staff has met and negotiated in good faith with El Dorado County Deputy County Counsel Association. The parties began the negotiation process February 2011 on the Memorandum of Understanding (MOU) that expired on June 30, 2011. As required under Government Code Section 3500 et seq. the parties have met and 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 El Dorado County Deputy County Counsel Association working together for the long range economic well-being of the County. It has been the subject of discussion by the Board in closed session.

On or about May 18, 2012, the employees El Dorado County Deputy County Counsel Association ratified the recommended successor Memorandum of Understanding. This 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 EDCDCCA are in agreement to implement a CalPERS second Tier for retirement benefits. The second tier would become effective upon adoption by the Board of a Contract Amendment between the Board of Administration for CalPERS and the County of El Dorado. The second tier would provide all new hires after the effective date of the amendment retirement benefits of 2% @ 60, with Three-Year Final Compensation. Current employees would continue under 2% @ 55, Single Highest Year Final Compensation.
2. Employee CalPERS Contribution - The employees in the bargaining unit will pay the full 7% to CalPERS for the employee's contribution, whereas previously the County paid the full 7%. The County proposal included a corresponding 7.5% salary increase for employees in the bargaining unit; the approximate cost to the County will be \$19,000 for this item.
3. Multi-Year Agreement - This MOU is a multi-year agreement effective upon adoption by the Board through June 30, 2014.
4. The County shall increase its contribution to the County's medical/dental insurance plan by up to 7.5% of the total annual rate. Any remaining costs incurred will be paid by the employee.

### **Reason for Recommendation**

The recommended Memorandum of Understanding represents the work accomplished by County staff and EDCCAA to meet the needs of both parties. The long range economic outlook of the County was at the forefront of the negotiations throughout the process. The Salary Schedule, Attachment B to the MOU reflects the changes made by this MOU, as well as changes encompassed by the reorganization which is presented to the Board as a separate agenda item.

### **Action(s) to be taken following Board approval**

Human Resources and Payroll Division of the Auditor/Controllers Office will implement and disseminate the MOU.

**Contact:** Karl Knobelauch

Concurrences: