



County of El Dorado

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Legislation Details (With Text)

File #: 14-0876 **Version:** 1

Type: Agenda Item **Status:** Approved

File created: 6/13/2014 **In control:** Board of Supervisors

On agenda: 6/24/2014 **Final action:** 6/24/2014

Title: Human Resources Department recommending the Board consider the following:
1) Approve and authorize the Chair to sign Resolution 083-2014 approving the successor Memorandum of Understanding (MOU) between the County of El Dorado and the El Dorado County Deputy County Counsel Association, representing approximately 10 employees in the Deputy County Counsel Association's Bargaining Unit; and
2) Approve and authorize the Chair to sign said MOU, noting the MOU would be effective the pay period including July 1, 2014 or the first full pay period following Association ratification and Board of Supervisors adoption of the MOU, whichever occurs later.

FUNDING: General Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Reso Draft DCCA MOU 2014-2017 6-24-14, 2. B - DCCA MOU 2014-2017 Summary of Key Revisions 6-24-14, 3. C - County Counsel MOU, 4. D - County Counsel Draft, 5. Executed Resolution 083-2014

Date	Ver.	Action By	Action	Result
6/24/2014	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board consider the following:
1) Approve and authorize the Chair to sign Resolution **083-2014** approving the successor Memorandum of Understanding (MOU) between the County of El Dorado and the El Dorado County Deputy County Counsel Association, representing approximately 10 employees in the Deputy County Counsel Association's Bargaining Unit; and
2) Approve and authorize the Chair to sign said MOU, noting the MOU would be effective the pay period including July 1, 2014 or the first full pay period following Association ratification and Board of Supervisors adoption of the MOU, whichever occurs later.

FUNDING: General Fund.

BUDGET SUMMARY:	
Total Estimated Cost.....	\$216,837
Budgeted.....	\$0
New Funding.....	
Savings.....	\$
Other.....	
Total Funding Available.....	\$

Change To Net County Cost.....	\$68,781*
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*Remaining money will be budgeted in FY 2015-16 (\$72K) and FY 2016-17 (\$76K)

Fiscal Impact/Change to Net County Cost

The Recommended FY 2014-15 budget does not include funding for these salary increases. Funding will be added at Addenda to be included in the Adopted Budget.

The MOU provides changes to wages, hours, and other terms and conditions of employment, including but not limited to:

1. A 2% Cost of Living Adjustment (COLA) increase and a 3% Equity adjustment for a total of a 5% wage adjustment in FY 2014-2015, 2015-2016 and 2016-2017. This represents a 15% wage adjustment over three years.
2. The MOU includes provisions that the County will adhere to the Public Employees Pension Reform Act (PEPRA) of 2013.
3. The result of the COLA and Equity over three years is a total wage increase of 15%. The total fiscal impact over three years for employees in the Deputy County Counsel Association bargaining unit is approximately \$216,781.

Background

The parties began the negotiation process on March 27, 2014 on a successor MOU that expires June 30, 2014, as required under Government Code Section 3500 et seq. The parties have met numerous times, exchanged proposals, and have given serious consideration in regard to the successor MOU. This MOU is the result of the County and Deputy County Counsel Association working together for the long range economic well-being of the County.

Reason for Recommendation

The attached successor comprehensive multi-year MOU provides the basis for employer-employee relations through June 30, 2017 and future negotiations.

Action to be Taken Following Board Approval

Direction to the Director of Human Resources, Director of Information Technologies and Payroll Division of the Auditor-Controller's Office for implementation and posting of the MOU.

Contact

Pamela Knorr, Director of Human Resources

Concurrences

Chief Administrative Office, Human Resources, and Deputy County Counsel Association concur with this recommended MOU.