



County of El Dorado

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Legislation Details (With Text)

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On agenda: 10/7/2014 **Final action:** 10/7/2014

Title: Human Resources recommending the Board consider the following:
1) Adopt Resolution 169-2014 to amend Operating Engineers Local Union No. 3 Probation Resolution 126-2014 directing the Human Resources Department and the Payroll Division of the Auditor/Controller's Office to implement the first 12% wage increase retroactive to the beginning of pay period 19;
2) Approve the attached revised July 1, 2013 - June 30, 2016 Operating Engineers Local Union No. 3 Probation Unit Memorandum of Understanding (MOU), correcting language in Article 5 under CalPERS Transfer Liability that the employee contribution is effective the beginning of pay period 20; and
3) Authorize the Chair to sign said revised MOU. (Refer: 8/12/14, Item 21)

FUNDING: General Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 2A - Resolution Probation Revised for 10-7-14, 2. 2B - Probation Revised MOU Redline 10-7-14, 3. 2C - Probation Revised MOU Clean 10-7-14, 4. Executed Resolution 169-2014 10-7-14 item 11.pdf, 5. A - Resolution Probation MOU 2014 8-12-14, 6. B - Probation Draft red line 2013-2016 MOU 8-12-14, 7. C - Probation Draft Clean 2013-2016 MOU 8-12-14

Date	Ver.	Action By	Action	Result
10/7/2014	2	Board of Supervisors	Approved	Pass
8/12/2014	1	Board of Supervisors	Approved	Pass

Human Resources recommending the Board consider the following:
1) Adopt Resolution **169-2014** to amend Operating Engineers Local Union No. 3 Probation Resolution 126-2014 directing the Human Resources Department and the Payroll Division of the Auditor/Controller's Office to implement the first 12% wage increase retroactive to the beginning of pay period 19;
2) Approve the attached revised July 1, 2013 - June 30, 2016 Operating Engineers Local Union No. 3 Probation Unit Memorandum of Understanding (MOU), correcting language in Article 5 under CalPERS Transfer Liability that the employee contribution is effective the beginning of pay period 20; and
3) Authorize the Chair to sign said revised MOU. (Refer: 8/12/14, Item 21)

FUNDING: General Fund.

Fiscal Impact/Change to Net County Cost

There is no fiscal impact/change to net County cost. The changes reflect the original intent of the parties.

Background

On August 12, 2014, the Board approved the Operating Engineers Local Union No. 3 Probation unit July 1, 2013 - June 30, 2016 MOU (Resolution 126-2014). Further review found that the resolution stated the incorrect pay period for the first 12% wage increase to become effective. In addition, Article 5, Wages and Other Related Issues in the Operating Engineers Local Union No. 3 Probation MOU provided incorrect CalPERS Liability Transfer pay period information.

Reason for Recommendation

Resolution 126-2014 incorrectly states that the first 12% wage increase would be effective the *second full* pay period following the adoption of the resolution by the Board of Supervisors. The recommended resolution provides correct verbiage that the first 12% wage increase is effective the *first full* pay period following the adoption of Resolution 126-2014. This provides for an effective date for this increase as of August 23, 2014.

In addition, the language in the Operating Engineers Local Union No. 3 Probation unit July 1, 2013 - June 30, 2016 MOU, Article 5, CalPERS Liability Transfer, regarding employee contributions incorrectly states that the employee CalPERS contribution is effective the *fourth* pay period following ratification and Board of Supervisors adoption of the MOU. The attached revised MOU provides the correct verbiage that the employee CalPERS contribution is effective the *third* pay period following ratification and Board of Supervisors adoption of the MOU. This provides for an effective date for this provision of September 20, 2014.

Clerk of the Board Follow Up Actions

The Clerk of the Board shall obtain the Chair's signature on the Resolution and provide a fully executed copy to Human Resources for implementation. Human Resources will provide the Clerk of the Board copies of the revised Operating Engineers Local Union No. 3 Probation unit MOU for the Chair's signature.

Contact

Pamela Knorr, Human Resources Director

Concurrences

County Counsel

Chief Administrative Officer