



## Legislation Details (With Text)

**File #:** 18-0022      **Version:** 1

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

**File created:** 12/20/2017      **In control:** Board of Supervisors

**On agenda:** 1/9/2018      **Final action:** 1/9/2018

**Title:** Human Resources Department recommending the Board:  
 1) Approve and authorize the Chair to sign a Letter of Agreement with the Operating Engineers Local Union 3 AFL-CIO, representing the Trades and Crafts Bargaining Unit to address Memorandum of Understanding provisions for longevity pay and compensatory time off; and  
 2) Direct Human Resources to administer and implement the provisions of the Letter of Agreement.

**FUNDING:** General Fund, Road Fund.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Executed Letter of Agreement Local # 3, 2. A - Letter of Agreement 01/09/18

Date	Ver.	Action By	Action	Result
1/9/2018	1	Board of Supervisors	Approved	Pass

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**FUNDING:** General Fund, Road Fund.

### DEPARTMENT RECOMMENDATION

Human Resources Department recommending the Board:  
 1) Approve and authorize the Chair to sign a Letter of Agreement with the Operating Engineers Local Union No. 3 AFL-CIO, representing the Trades and Crafts Bargaining Unit to address MOU provisions for longevity pay and compensatory time off, and  
 2) Direct Human Resources to administer and implement the provisions of the Letter of Agreement.

### DISCUSSION / BACKGROUND

On October 10, 2017, the Board adopted the negotiated Memorandum of Understanding (MOU) between the County of El Dorado (County) and the Operating Engineers Local #3 AFL-CIO, representing employees in the Trades and Crafts bargaining unit (OE3), which is in effect through December 31, 2018.

Human Resources subsequently became aware of two provisions of the MOU that required further language modification in order to be implemented as the County and OE3 had intended: Article 6, Section 7 of the MOU, which provides for longevity pay, and Article 9, Section 1, which provides for premium compensation for employees who work on an official County holiday or observed holiday in lieu.

For Article 6, Section 7, it was determined that neither the current nor anticipated County payroll systems can make longevity pay effective mid pay period, as was adopted with this successor MOU. Therefore the parties wish to modify language to provide, consistent with current and past practice, that the longevity pay effective date for eligible employees shall be the first full pay period following completion of the required service period.

For Article 9, Section 1, the County and OE3 wish to clarify that such premium compensation may be compensated in either cash or Compensatory Time Off.

The County and OE3 have met and conferred in good faith and wish to memorialize the agreement reached between the parties to amend Article 6, Section 7, and Article 9, Section 1 of this MOU.

#### **ALTERNATIVES**

None.

#### **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

Operating Engineers Local Union No. 3 AFL-CIO

#### **CAO RECOMMENDATION**

It is recommended that the Board approve this item.

#### **FINANCIAL IMPACT**

There would be no additional financial impact as a result of these clarifications. The financial impacts of the negotiated MOU are discussed in Legistar Item #17-0959.

#### **CLERK OF THE BOARD FOLLOW UP ACTIONS**

- 1) Human Resources will provide the Clerk with three (3) original Letters of Agreement for the Chair to sign upon ratification by OE3 Trades and Crafts unit; and
- 2) The Clerk will return two (2) original Letters of Agreement to Human Resources, Attn: Misty Garcia, once fully executed by the Chair, and retain one (1) fully executed agreement for the Board.

#### **CONTACT**

Tameka Usher, Director of Human Resources