



## Legislation Details (With Text)

**File #:** 19-0007      **Version:** 1

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

**File created:** 12/20/2018      **In control:** Board of Supervisors

**On agenda:** 1/8/2019      **Final action:** 1/8/2019

**Title:** Human Resources Department recommending the Board:  
 1) Adopt and authorize the Chair to sign the negotiated Letter of Agreement (LOA) to the Memorandum of Understanding (MOU) between the County of El Dorado (County) and El Dorado County Law Enforcement Management Association (EDCLEMA) representing the Law Enforcement Sworn Management (SM) bargaining unit; and  
 2) Direct the Human Resources Department and the Auditor-Controller's Office to administer and implement the LOA provisions.

**FUNDING:** N/A

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. A - Letter of Agreement 1-8-19, 2. B - Approved Blue Route LEMA LOA 1-8-19

Date	Ver.	Action By	Action	Result
1/8/2019	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board:  
 1) Adopt and authorize the Chair to sign the negotiated Letter of Agreement (LOA) to the Memorandum of Understanding (MOU) between the County of El Dorado (County) and El Dorado County Law Enforcement Management Association (EDCLEMA) representing the Law Enforcement Sworn Management (SM) bargaining unit; and  
 2) Direct the Human Resources Department and the Auditor-Controller's Office to administer and implement the LOA provisions.

**FUNDING:** N/A

### DISCUSSION / BACKGROUND

County and EDCLEMA, representing employees in the SM bargaining unit, have an executed MOU for the period of July 1, 2016 - December 31, 2019. When the executed MOU was prepared for adoption, pre-existing language was struck from Article 9, Section 1. Management Leave, subsection 3, which was not consistent with the parties' agreement. Pre-existing language provided that unused management leave remaining after pay period 26 would be cashed out; the effect of this language was that unused management leave could not roll over from one year to another. Though the agreement between the parties was to remove the cash out provisions, it did not include the removal of language that management leave is to be used by pay period 26 of the year it is credited.

County and EDCLEMA have reached an agreement to amend the MOU to correct the error and affirm that any management leave hours unused by the close of pay period 26 of the year credited are forfeit.

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**

N/A

### **PRIOR BOARD ACTION**

This LOA amends the MOU adopted by the Board of Supervisors on September 19, 2018, Resolution 196-2018, Legistar item 18-1364.

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

El Dorado County Law Enforcement Management Association

### **CAO RECOMMENDATION / COMMENTS**

It is recommended that the Board approve this item.

### **FINANCIAL IMPACT**

Management leave has no cash value for employees in this bargaining unit. Therefore, there is no financial impact for this item.

### **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 EDCLEMA; 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**

Good Governance

### **CONTACT**

Tameka Usher, Director of Human Resources