



Legislation Text

File #: 14-0779, Version: 1

Human Resources Department recommending the Board consider the following:

- 1) Approve and authorize the Chair to sign Resolution **063-2014** approving the successor Memorandum of Understanding between the County of El Dorado and the El Dorado County Criminal Attorneys' Association, representing approximately 34 employees in the Criminal Attorneys' Bargaining Unit; and
- 2) Approve and authorize the Chair to sign said Memorandum of Understanding, noting the Memorandum of Understanding would be effective the first full pay period upon ratification by the Board of Supervisors through December 31, 2016.

BUDGET SUMMARY:	
Total Estimated Cost.....	\$723,142
Budgeted.....	\$0
New Funding.....	
Savings.....	\$120,524
Other.....	
Total Funding Available.....	\$120,524
Change To Net County Cost.....	\$0

Remaining money will be budgeted in FY 2014-15 (\$241K), FY 2015-16 (\$241K) and FY 2016-17 (\$120K)

Fiscal Impact/Change to Net County Cost

The Chief Administrative Office has determined that sufficient funding is included in the FY 2013-2014 budget and will be included in future year budgets and anticipates that departments will be able to absorb these increases with salary savings, position control and department savings. In addition, the FY 2013-2014 budget does include increased Contingency funds if necessary. However use of Contingency will only be allowed if savings and additional revenues are not sufficient.

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 2013-2014, 2014-2015 and 2015-2016. This represents a 15% wage adjustment over three years.
2. FY 2013-2014 5% wage adjustment (2% COLA and 3% Equity) will be retroactive to January 1, 2014.
3. The second full pay period after the Board of Supervisors' approval of the Memorandum of Understanding (MOU), employees shall pay the full employee CalPERS contribution. Employees

shall pay the full 7% employee CalPERS contribution. As an offset for the CalPERS liability transfer from the County to the employees, employees shall receive an additional 3% base wage increase.

4. The MOU provides provisions that the County will adhere to the Public Employees Pension Reform Act (PEPRA) of 2013.

5. The result of the COLA, Equity and CalPERS liability transfer over three years is a total wage increase of 18%. The total fiscal impact over three years for employees in the Criminal Attorneys' Association bargaining unit is approximately \$723,142.

Background

The parties began the negotiation process on October 29, 2013 on a successor MOU that expired December 31, 2013, 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 Criminal Attorneys' 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 December 31, 2016 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/Controllers Office for implementation and posting of the MOU.

Contact: Pamela Knorr, Director of Human Resources

Concurrences: Chief Administrative Office, County Counsel, Human Resources, and Criminal Attorneys' Association concur with this recommended MOU.