



Legislation Text

File #: 17-1352, **Version:** 1

Human Resources Department recommending the Board:

- 1) Adopt and authorize the Chair to sign Resolution **195-2017** approving the negotiated Memorandum of Understanding (MOU) between the County of El Dorado and the El Dorado County Managers' Association representing the Management Bargaining Unit;
- 2) Authorize the Chair to sign said MOU, noting the MOU will be effective the first full pay period following Union ratification and Board of Supervisors adoption of the MOU; and
- 3) Direct the Human Resources Department and the Auditor-Controller's Office to administer and implement the MOU provisions.

FUNDING: General Fund, Road Fund

DEPARTMENT RECOMMENDATION

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DISCUSSION / BACKGROUND

The term of the current Memorandum of Understanding (MOU) between the County of El Dorado and El Dorado County Managers' Association (EDCMA), representing the Management (MA) bargaining unit, ended on June 30, 2017.

Pursuant to the Meyers-Milias-Brown Act (Government Code sections 3500 et seq.), EDCMA and representatives of the County of El Dorado have met and conferred in good faith regarding wages, hours and other terms and conditions of employment of employees in the MA bargaining unit. The County and EDCMA jointly prepared a successor MOU reflecting agreed revisions to certain terms and conditions. Subject to the provisions in the MOU, those revised terms and conditions with a County cost impact are summarized below, along with the estimated annual cost.

1. Base wages will not be adjusted. MA bargaining unit members shall receive a one-time \$1,500.00 lump sum payment - estimated one-time cost: \$114,000.
2. Each regular, full-time MA bargaining unit member shall receive an additional \$240 Optional Benefit Plan contribution for a total of \$6,240 per individual per year - estimated annual cost: \$18,240.
3. MA bargaining unit members, following 49th month of employment and within the provisions of the MOU, may cash out up to 40 hours of accrued vacation one time per fiscal year - estimated annual cost: \$183,000.

Other Terms and Conditions which are recommended for update, and which have little or unknown direct cost impact include, but are not limited to:

- ☐ Modification of existing language to provide that Optional Benefit Plan contributions are prorated over 24 pay periods. Addition of language that each contribution is not deemed earned until paid, and that an employee who receives contributions as cash must have been in paid status to receive that pay period's prorated optional benefit amount.
- ☐ Addition of language to provide that post-probationary employees shall automatically advance to the next higher step in the salary range after completion of twenty six (26) pay periods satisfactory service, until the top of the range is reached, unless otherwise denied by the Appointing Authority within the provisions of the MOU.
- ☐ Clarification that vacation and sick leave accruals cannot be used in the pay period in which the hours are earned.
- ☐ Clarification of language related to holiday pay.
- ☐ Continue and incorporate language from an existing side letter to specify that employees may participate in County-sponsored retiree health plan at their own cost, provided they meet criteria.

Additional "house-keeping" language changes are included in the recommended MOU.

The MOU, which cancels all previous agreements and shall supersede any policies, practices or ordinance provisions, with which it may be in conflict, shall become of full force and effect upon approval and adoption by the Board of Supervisors and shall remain in effect through June 30, 2018. Nothing contained in the MOU shall be applied on a retroactive basis unless specifically stated.

ALTERNATIVES

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

El Dorado County Managers' Association

CAO RECOMMENDATION

It is recommended that the Board approve this item.

FINANCIAL IMPACT

The maximum combined annual fiscal impact of the new MOU is estimated at \$315,240. A portion of the employees in the MA Unit are employed in non-General Funded departments, therefore a portion of the cost increase will be covered by non-General Fund dollars.

CLERK OF THE BOARD FOLLOW UP ACTIONS

- 1) The Clerk will obtain the signature of the Chair on the Resolution; and,
- 2) Human Resources will provide the Clerk with three (3) original MOUs for the Chair to sign upon ratification by EDCMA; and
- 3) The Clerk will return two (2) original MOUs to Human Resources once fully executed by the Chair, and retain one (1) fully executed agreement for the Board.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

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