



Legislation Text

File #: 18-0065, Version: 1

Human Resources recommending the Board:

- 1) Adopt and authorize the Chair to sign Resolution **004-2018** approving the negotiated Memorandum of Understanding (MOU) between the County of El Dorado and the Operating Engineers Local No. 3, representing the Corrections 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 adoption of the MOU; and
- 3) Direct Human Resources and the Auditor-Controller to administer and implement the MOU provisions.

FUNDING: General Fund.

DEPARTMENT RECOMMENDATION

Human Resources Department recommending the Board:

- 1) Adopt and authorize the Chair to sign Resolution **004-2018** approving the negotiated Memorandum of Understanding (MOU) between the County of El Dorado and the Operating Engineers Local No. 3, representing the Corrections 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;
- 3) Direct the Human Resources Department and the Auditor-Controller's Office to administer and implement the MOU provisions.

DISCUSSION / BACKGROUND

The term of the current Memorandum of Understanding (MOU) between the County of El Dorado and Operating Engineers Local No. 3 AFL-CIO, representing the Corrections Bargaining Unit (OE3), ended on December 31, 2016.

Pursuant to the Meyers-Millas-Brown Act (Government Code sections 3500 et seq.), OE3 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 Corrections Bargaining Unit. The County and OE3 jointly prepared a successor Memorandum of Understanding (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. Each regular employee who is a member of the Corrections bargaining unit shall receive a one-time \$1,500.00 lump sum payment - estimated one-time cost: \$127,500;

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

- 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 of language related to fourteen (14) day work periods.
- Modification of existing language to provide that overtime shall be defined in accordance with FLSA, except as specified otherwise in this MOU, and addition of language to distinguish between compensation for overtime required by the FLSA and overtime not required by the FLSA, also known as contract overtime.
- Clarification of language related to CalPERS retirement formula safety classification tiers.
- Continuation and incorporation of 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.
- Clarification that vacation and sick leave accruals cannot be used in the pay period in which the hours are earned.

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

Operating Engineers Local Union No. 3 AFL-CIO

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 \$127,500.

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 four (4) original MOUs for the Chair to sign upon ratification by OE3; and
- 3) The Clerk will return three (3) original MOUs to Human Resources, Attention Misty Garcia, 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

