



# County of El Dorado

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## Legislation Text

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**File #:** 08-1831, **Version:** 1

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Human Resources Department recommending adoption of Resolution **341-2008** approving the successor Memorandum of Understanding (MOU) between the County of El Dorado and the El Dorado County Employees Association (EDCEA) representing employees in the General (GE), Professional (PL), and Supervisory (SU) Bargaining Units effective January 1, 2008 through December 31, 2008; and authorize Chairman to sign same.

Fiscal Impact/Change to Net County Cost: The MOU provides for an increase in the Compensatory Time Off (CTO) accumulation cap from 150 hours to 160 hours. This means that an employee may accumulate 10 more hours of CTO, which will be paid out upon separation of the employee from the County. The fiscal impact associated with this is expected to be minimal, and would be very difficult to accurately assess, as this would require knowing which employees will separate from the County within the next year.

Background: The parties began negotiation process August 2007 on a successor MOU that was set to expire December 31, 2007 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 a successor Memorandum of Understanding.

Reason for Recommendation: The attached successor comprehensive Memorandum of Understanding provides a basis for future negotiations.

Action to be taken following Board approval: Direction for dissemination and implementation of the MOU provisions to Human Resources and the Auditor/Controller's Office.

Contact: Ted Cwiek, Director of Human Resources

Concurrences: