



# County of El Dorado

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## Legislation Text

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**File #:** 20-0862, **Version:** 1

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Human Resources Department recommending the Board adopt and authorize the Chair to sign the negotiated Letter of Agreement to the Memorandum of Understanding between the County of El Dorado and El Dorado County Employees' Association, Local No. 1, American Federal of State, County and Municipal Employees Council 57, representing the General, Professional, and Supervisory bargaining units.

**FUNDING:** Various.

### **DISCUSSION / BACKGROUND**

The term of the current Memorandum of Understanding (MOU) between the County of El Dorado (County) and El Dorado County Employees' Association, Local No. 1, American Federal of State, County and Municipal Employees Council 57 (Union) representing employees in the General (GE), Professional (PL), and Supervisory (SU) bargaining units (Units), ended on June 30, 2020.

Pursuant to the Meyers-Milias-Brown Act (Government Code sections 3500 et seq.), representatives of the Union and the County have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment of employees in the represented Units for a successor MOU since February 4, 2020; however, in consideration of the COVID-19 emergency, the County and Union have agreed to briefly pause negotiations for a successor MOU, and have instead reached agreement to amend the current MOU for a new term of July 1, 2017 through and including September 11, 2020.

The Letter of Agreement (LOA), which shall supersede all previous agreements and 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.

### **ALTERNATIVES**

The Board could reject this LOA and direct the County to resume negotiations for a successor MOU.

### **PRIOR BOARD ACTION**

The LOA amends the MOU adopted by the Board of Supervisors on December 19, 2017, Resolution 196-2017, Legistar item 17-1358. The MOU was earlier amended December 4, 2018, Resolution 245-2018, Legistar item 18-1877; June 11, 2019, Legistar item 19-0813; and June 25, 2019, Legistar item 19-0874.

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

El Dorado County Employees' Association, Local No. 1, AFSCME Council 57

### **CAO RECOMMENDATION**

Approve as recommended.

### **FINANCIAL IMPACT**

The extension of term imparts no changes in costs for these bargaining units. 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; 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 LOA for the Board.

**STRATEGIC PLAN COMPONENT**

Good Governance

**CONTACT**

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