



Legislation Text

File #: 22-0587, **Version:** 1

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, AFSCME Council 57 representing the General, Professional, and Supervisory bargaining units.

FUNDING: Various.

DISCUSSION / BACKGROUND

County of El Dorado (County) and El Dorado County Employees' Association, Local No. 1, AFSCME Council 57 (Local 1), representing employees in the General (GE), Professional (PL), and Supervisory (SU) bargaining units, have an executed Memorandum of Understanding (MOU) for the period of September 12, 2020 to December 31, 2023.

Pursuant to the terms of the MOU, effective the pay period beginning November 20, 2021, the County increased base wages for Local 1 represented benchmark classifications and internally tied non-benchmark classifications to approximately 3.0% (+/- 1%) behind the median of the County's April 2020 comparable agency GE, PL, SU units' compensation survey.

Subsequently, in March 2022, the Board of Supervisors approved and adopted a MOU between the County and the Operating Engineers, Local No. 3 (OE3) representing employees in the Trades and Crafts (TC) bargaining unit, which increased the base wages for OE3 represented benchmark classifications and internally tied non-benchmark classifications to approximately median (+/- 1%) of the TC unit compensation survey.

Local 1, in good faith, reached agreement on a successor MOU earlier than the TC unit; subsequent to the adoption of the Local 1 MOU, the County was able to offer the TC unit more favorable base wage compensation terms than was offered to the GE, PL, and SU units. Both as an act of good will for parity and in consideration of the County's difficulty in recruiting and retaining qualified employees, Human Resources Department recommends the Board adopt the Letter of Agreement (LOA) with Local 1, to increase base wages in the Local 1 represented classifications to approximately median (+/- 1%) of the County's April 2020 comparable agency GE, PL, SU units' compensation survey, effective the first pay period following Board adoption.

The Letter of Agreement (LOA) shall become of full force and effect upon approval and adoption by the Board of Supervisors and shall remain in effect until modified by a successor MOU.

ALTERNATIVES

The County negotiated this Letter of Agreement in good faith with the Union under authority and direction of the Board, thus there are no recommended alternatives.

PRIOR BOARD ACTION

This LOA amends the Local 1 MOU adopted by the Board of Supervisors on November 16, 2021, Resolution 152-2021, Legistar # 21-1788.

The Board adopted the MOU with OE3 representing employees in the TC unit on March 22, 2022, Resolution 047-2022, Legistar #22-0493.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

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

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The approximate annual cost of increasing total compensation for GE, PL, and SU employees is \$2,296,200 a year in salary and benefit costs. The approximate impact to Fiscal Year (FY) 2021-22 is \$441,600. The impacted classifications are approximately 40% General Fund, so the estimated impact to the General Fund in (FY) 2021-22 is \$176,640 and \$918,480 in FY 2022-23. It is anticipated that departments can absorb this cost within their current appropriations through vacancies and other salary savings, so a budget amendment is not being brought at this time. If an appropriation issue related to this increase is found during the remainder of the fiscal year, a budget amendment will be brought to the Board for approval.

CLERK OF THE BOARD FOLLOW UP ACTIONS

- 1) Human Resources will provide the Clerk with three (3) original LOAs for the Chair to sign upon ratification by Local 1; 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 agreement for the Board.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Joseph Carruesco, Director of Human Resources