



Legislation Text

File #: 22-0989, **Version:** 1

Human Resources Department recommending the Board:

- 1) Adopt and authorize the Chair to sign Resolution **085-2022** approving the negotiated Memorandum of Understanding (MOU) between the County of El Dorado and the El Dorado County Managers' Association representing employees in the Management Bargaining Unit;
- 2) Authorize the Chair to sign said MOU, noting the MOU will be effective the first full pay period following Association 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: Various.

DISCUSSION / BACKGROUND

The term of the current Memorandum of Understanding (MOU) between the County of El Dorado and the El Dorado County Managers' Association (Association) representing employees in the Management (MA) Bargaining Unit, ended on June 30, 2021.

Pursuant to the Meyers-Milias-Brown Act (Government Code sections 3500 et seq.), representatives of the Association and the County have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment of employees in the bargaining unit. The County and Association jointly prepared a successor MOU, for the term of July 1, 2021 through June 30, 2024, 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. Effective the first full pay period following MOU adoption, the County will increase base wages for benchmark classifications and internally tied non-benchmark classifications to the median (+/- 1%) of the County's approved benchmark organizations. Estimated annual cost of \$799,500.
2. Effective the first full pay period of July 2022, the County will increase base wages for all classifications in the bargaining unit by 2.0%. Estimated annual cost of \$227,000.
3. Effective the first full pay period of July 2023, the County will increase base wages for all classifications in the bargaining unit by 2.0%. Estimated annual cost of \$231,500.
4. Addition of new Geographic differential, up to \$400 per month, for qualified employees who reside in the Tahoe Basin (defined as the Tahoe Regional Planning Agency jurisdiction boundary around Lake Tahoe). Estimated annual cost of \$14,600.

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 pertaining to Anti-Compaction in order to change the pay to an employee-based differential that will address individual base wage compaction on an as needed basis.
- Modification of existing language pertaining to holidays in order to:
 - 1) clarify the calculation for part-time employee holiday hours proration for county-wide consistency,
 - 2) prescribe prorated floating holiday hours for new employees hired after the pay period in which hours are otherwise credited for the year, and
 - 3) remove language that otherwise restricted limited term employees from holiday pay eligibility.
- Modification of existing language pertaining to Medical, Dental & Vision Plan contributions to clarify eligibility for County contributions to premiums.
- Removal of Retiree's Conversion of Sick Leave to Health Insurance as a moot provision.
- Modification of existing language pertaining to Management Leave to remove moot payoff provision.
- Modification of existing language pertaining to On-Call Assignment to update eligible classifications.
- Modification of existing language pertaining to bilingual differential for County-wide consistency.

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

This MOU cancels all other previous agreements and shall otherwise supersede any policies, practices, or ordinance provisions, with which it may be in conflict. The MOU shall become of full force and effect upon approval and adoption by the Board of Supervisors and shall remain in effect through June 30, 2024. Nothing contained in the MOU shall be applied on a retroactive basis unless specifically stated.

ALTERNATIVES

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

PRIOR BOARD ACTION

This successor MOU succeeds and replaces the MOU adopted by the Board of Supervisors on September 17, 2019 with Resolution 156-2019, Legistar item 19-1335.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

El Dorado County Managers' Association

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The impact to Fiscal Year (FY) 2022-23 is approximately \$1,041,100 in increased costs. It is anticipated that departments will be able to cover some of the increased costs with salary savings. All

departments will review their budgets with the Mid-Year Budget Report in January 2023 and return to the Board with a budget transfer if there are not sufficient appropriations to cover the increased costs.

The additional increased cost in Fiscal Year 2023-24 from Fiscal Year 2022-23 costs will be approximately \$231,500.

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 three (3) original MOUs for the Chair to sign upon ratification by the Association; and
- 3) The Clerk will return one (1) copy of each executed resolution and two (2) original MOUs to Misty Garcia in Human Resources once fully executed by the Chair, and retain one (1) fully executed MOU for the Board.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Joseph Carruesco, Director of Human Resources