



Legislation Text

File #: 22-1204, **Version:** 1

Human Resources Department recommending the Board:

- 1) Adopt and authorize the Chair to sign Resolution **122-2022** approving the negotiated Memorandum of Understanding (MOU) between the County of El Dorado and the El Dorado County Law Enforcement Management Association representing employees in the Law Enforcement Sworn 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 Law Enforcement Management Association (Association) representing employees in the Law Enforcement Sworn Management (SM) Bargaining Unit, ended on December 31, 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 for employees in the bargaining unit. The County and Association jointly prepared a successor MOU, for the term of January 1, 2022, through December 31, 2023, 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 in the Probation Department to (+/- 1%) of the median of the County's approved benchmark organizations. Estimated annual cost of \$41,600.
2. Effective the first full pay period of July 2023, the County will increase base wages for all Unit classifications in the Probation Department by 2.0%. Estimated annual cost of \$17,000.

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 salary step increases in order to clarify the timing of movement from Step 1 to Step 2 of the salary range.
- 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.
- Modification of existing Tahoe Differential language for County-wide consistency.
- Incorporation of current provisions for Management Leave pursuant to the Letter of Agreement dated January 8, 2019.
- Addition of language memorializing that the wage scale for the Assistant Chief Investigator (District Attorney) classification will continue to match the wage scale for the Sheriff's Lieutenant classification.

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, except for the letter of agreement adopted July 16, 2019, pertaining to the closure of the Juvenile Detention Facility in Placerville, which shall remain in full force and effect until it terminates on July 1, 2023. The MOU shall become of full force and effect upon approval and adoption by the Board of Supervisors and shall remain in effect through December 31, 2023. 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 18, 2018, with Resolution 196-2018, Legistar item 18-1364.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

El Dorado County Law Enforcement Management Association

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The impact to Fiscal Year (FY) 2022-23 would be approximately \$41,600 in increased costs affecting only the Probation Department. It is anticipated that the Probation Department will be able to cover some of the increased costs with salary savings; the Probation Department will review its budget with the Mid-Year Budget Report in January 2023 and return to the Board with a budget transfer if there is

not sufficient appropriation to cover the increased costs.

The additional increased cost in Fiscal Year 2023-24 from Fiscal Year 2022-23 costs would be approximately \$17,000.

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 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