



County of El Dorado

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Legislation Text

File #: 11-0472, **Version:** 1

Human Resources Department recommending the Board adopt **Resolution 109-2011** approving the successor Memorandum of Understanding (MOU) between the County of El Dorado and the El Dorado County Employees Association (EDCEA) Local No. 1, representing employees in the General (GE), Paraprofessional (PL), and Supervisory (SU) Bargaining Units and authorize the Chairman to sign said MOU, noting the MOU would be effective upon ratification by the Board of Supervisors through June 30, 2013.

Fiscal Impact/Change to Net County Cost: The MOU provides changes to wages, hours, and other terms and conditions of employment, including but not limited to a second tier for CalPERS retirement for those employees hired on or after July 1, 2011 or as soon as the County and CalPERS complete the contract amendment process. Current employee's contribution is 3% of the 7% employee portion of the CalPERS contribution; increase of the on-call hourly rate from \$1.20 to \$1.60 per hour, and other various changes to clarify and expand current contract language. The net fiscal impact and cost savings will benefit the County and its employees.

Background: The parties began the negotiation process June 2010 on a successor MOU that expired June 30, 2010, 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 the successor MOU during these difficult economic times. This MOU is the result of the County and Local 1 working together for the long range economic well being of the County.

Reasons for Recommendation: The attached successor comprehensive multi-year Memorandum of Understanding provides the basis for employer employee relations through June 30, 2013 and future negotiations.

Action to be Taken Following Board Approval: Direction to the Director of Human Resources and Payroll Division of the Auditor/Controllers Office for implementation and dissemination of the MOU.

Contact M. Allyn Bulzomi, Director of Human Resources

Concurrences: Local No. 1 concurs with this recommended MOU.