



County of El Dorado

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Legislation Text

File #: 11-0875, **Version:** 2

Human Resources recommending the Board adopt **Resolution 142-2011** approving the successor Memorandum of Understanding (MOU) between the County of El Dorado (County) and the Operating Engineers Local No. 3 Trades and Crafts Association (Trades & Crafts) and authorize the Chair to sign said MOU, noting the MOU would be effective upon ratification by the Board of Supervisors through December 31, 2013. (Est. Time: 5 Min.) (Cont'd 8/2/11, Item 26)

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 the adoption of a contract amendment between the County and CalPERS. The MOU provides for Trades & Crafts members to begin paying a portion of the employee contribution to CalPERS effective the first full pay period following adoption of this MOU by the Board of Supervisors, Trades and Crafts members will pay 3% of the 7% employee contribution and the County will pay 4%.

Background: The parties began the negotiation process for a successor MOU March 31, 2007. Having been unable to reach an agreement, the County and Trades & Crafts have been functioning under an imposed "Modified Last, Best and Final Offer" since August 11, 2009. Beginning June 2010 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 Trades & Crafts working together for the long range economic well being of the County and its employees.

Reasons for Recommendation: The attached successor comprehensive multi-year Memorandum of Understanding provides the basis for employer/employee relations through December 31, 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: Trades & Crafts concurs with the recommended MOU.