

RESOLUTION NO 2017-12
of the Board of Directors
of the Cameron Park Community Services District
August 29, 2017

RESOLUTION APPROVING AMENDMENTS AND CLARIFICATIONS
TO THE LABOR AGREEMENT BETWEEN PUBLIC EMPLOYEES UNION, LOCAL NO. 1
AND
CAMERON PARK COMMUNITY SERVICES DISTRICT

WHEREAS, District and El Dorado County Employees Association, Local #1 (hereafter known as Union) desire to renew their Labor Agreement for a period of one year related solely to a cost of living increase; and certain clarifications while reopening successor agreements February, 2018; and

WHEREAS, District and Union recognize the District's human resources (HR) and financial system was inadvertently interrupted with the departure of former HR and finance office staff; and

WHEREAS, during this time the District failed to undertake its 2016 Fiscal Year Audit and is only now preparing to conduct said audit while concurrently closing the books on the 2017 Fiscal Year; and

WHEREAS, temporary employees hired by previous District employees did not consistently manage the District's health benefit program with PERS; and

WHEREAS, the District cannot foresee whether a reoccurring cost of living increase would compromise the District's ability to continue current levels of service but recognizes that there has been an increase in living expenses for its represented and exempt employees on District payroll; and

WHEREAS, the Union desires stipulating as clarification to the labor agreement that employees hired on or before July 1, 2007 were to have their health and retirement health benefit be covered at a 100% for employee and 80% for employee dependent; and

WHEREAS, both the District and Union desire to eliminate the "evergreen" practice related to their labor agreement and sit down in good faith to codify existing amendments to the agreement making them a part of a final labor agreement and restore a practice of approving a labor agreement for a period of time to be determined by all parties;

NOW THEREFOR BE IT RESOLVED, that the Board of Director's hereby grant a one-time lump sum payment (not a recurring COLA) to all represented and exempt employees, except for the Interim General Manager, of \$1,000 each; and

BE IT FURTHER RESOLVED, the Board of Director's authorizes Cal PERS to modify if necessary, District payments for health coverage to Mark Roberts and his spouse, effective October 1, 2017 to reflect the clarification that Mr. Roberts was entitled to coverage of 100% of his retirement health benefit and his dependent was entitled to coverage of 80% of his dependent's retirement health benefit; and

BE IT FURTHER RESOLVED, that the Interim General Manager is authorized to calculate and reimburse Mr. Roberts for out-of-pocket expenses he encumbered due to a misunderstanding on what Mr. Roberts retirement health benefit should have been upon retiring from District Service.

PASSED AND ADOPTED BY THE Board of Directors of the Cameron Park Community Services District at a meeting held on 29th day of August 2017, by the following vote of said Board:

AYES: HM, MM, GS

NOES: None

ABSENT: None

ATTEST:



Director Holly Morrison, Vice President
Board of Directors



Interim General Manager Richard J. Ramirez
Secretary to the Board



Jere Copeland, Executive Director
Local 1