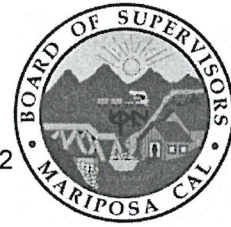




MARIPOSA COUNTY

Human Resources/Risk Management • (209)966-3222



RESOLUTION - ACTION REQUESTED 2013-572

MEETING: December 17, 2013

TO: The Board of Supervisors

FROM: Tessa Pritchard, Human Resources Director/Risk Manager

RE: Approve Side Letter of Agreement with the DSA and SMA

RECOMMENDATION AND JUSTIFICATION: Approve a Side Letter of Agreement with the Deputy Sheriffs' Association (DSA) and the Sheriffs' Management Association (SMA) to modify their respective Memorandum of Understanding (MOU) effective October 1, 2013 for a two-year term, and authorize the Board of Supervisors Chair to sign the Side Letter of Agreement. The effective dates of the agreement will be from October 1, 2013 through and including September 30, 2015. Recent labor negotiations resulted in a tentative agreement between the County and the DSA and SMA to include a cost-of-living adjustment; an agreement by both the SMA and DSA to pay a portion of their retirement contribution; an increase to the Flexible Benefit Allowance for certain classifications; and to amend the grievance section of the respective MOUs.

Note: The Side Letter of Agreement also includes language that the County shall adopt a Resolution that an employee's contribution towards the retirement plan will be made on a pre-tax basis. In 2008, the Board adopted Resolution No. 08-504 which provided for tax-deferred member contributions. A copy of the Resolution is attached.

BACKGROUND AND HISTORY OF BOARD ACTIONS: The County and the DSA and SMA entered into a tentative agreement which contains the agreed on items as delineated in the Side Letter of Agreement.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION: The Board has already provided the authority to negotiate these terms and this action is to ratify that authority.

FINANCIAL IMPACT:

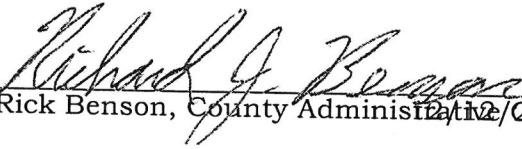
Funding is budgeted in appropriate funds.

ATTACHMENTS:

DSA and SMA Side Letter of Agt 2013(DOC)
Resolution No. 08-504 (PDF)

CAO RECOMMENDATION

Requested Action Recommended


Rick Benson, County Administrator/Office

RESULT: ADOPTED [3 TO 0]
MOVER: Kevin Cann, District IV Supervisor
SECONDER: John Carrier, District V Supervisor
AYES: Lee Stetson, Kevin Cann, John Carrier
EXCUSED: Merlin Jones
RECUSED: Janet Bibby