

**Side Letter of Agreement between
Mariposa County and the Sheriffs' Management Association**

This Side Letter of Agreement is made a part of and incorporated into the Memorandum of Understanding dated October 1, 2015 through December 31, 2018 by and between the County of Mariposa (County) and the Sheriffs' Management Association (SMA).

Whereas, the Deputy Fire Chief classification had been represented by the Mariposa County Managerial and Confidential Organization (MCMCO), a non-peace officer employee organization, until September 30, 2015, and

Whereas, the County Administrative Officer made a determination pursuant to the authority of the Employer/Employee Relations Policy (EERP), specifically section 10.1 entitled "Policy and Standard for Determination of Appropriate Units," that the Deputy Fire Chief classification should be included in an employee organization composed solely of peace officers, explicitly, the SMA, and

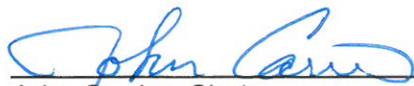
Whereas, the County Administrative Officer informed the representatives of the MCMCO and SMA employee organizations of her intention to modify the MCMCO unit by moving the Deputy Fire Chief classification to the SMA unit and that the modification would be effective October 1, 2015, and

Whereas, there was no appeal of the unit modification within the applicable timeframe of the County Administrative Officer's determination;

Now, Therefore, the parties agree to the following:

1. Effective October 1, 2015, the County recognizes the SMA as the recognized employee organization for the regular, full-time classification of Deputy Fire Chief.
2. The three percent (3%) negotiated salary increase, effective October 1, 2015, applies to the Deputy Fire Chief classification. In addition, the Deputy Fire Chief classification is subject to all other benefits identified in the above-mentioned MOU, as applicable.
3. The incumbent Deputy Fire Chief is considered a "new member" within the meaning of the Public Employees' Pension Reform Act (PEPRA) and as such shall be subject to the defined benefit formula of 2.7% at 57 with a five year vesting period, final compensation based on three consecutive years, and shall pay 50% of the total normal cost of the member contribution as determined by CalPERS.

For the County:



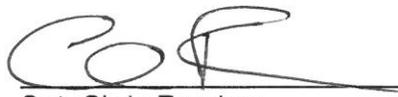
John Carrier, Chair
Board of Supervisors

Date: 2/17/16



Richard C. Bolanos, County Negotiator

For the Sheriffs' Management Association:



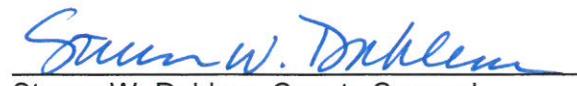
Sgt. Chris Ramirez
President

Date: 2/16/16



Paul Konsdorf, Goyette and Associates

Approved as to Form:



Steven W. Dahlem, County Counsel