



MARIPOSA COUNTY

Human Resources/Risk Management • (209) 742-1376



RESOLUTION - ACTION REQUESTED 2016-68

MEETING: February 9, 2016

TO: The Board of Supervisors

FROM: Steve Johnson, Human Resources Director - Risk Manager

RE: Approve SMA MOU Effective October 1, 2015 to December 31, 2018

RECOMMENDATION AND JUSTIFICATION:

Approve a thirty-nine month Memorandum of Understanding (MOU) with the Sheriffs' Management Association (SMA) effective October 1, 2015 through December 31, 2018; authorize the Board of Supervisors Chair to sign the MOU; and authorize the Auditor to increase appropriations to each affected budget unit in order to implement the provisions of the MOU. Pursuant to Article 20 "Duration" of the previous MOU, the parties have met and conferred and have agreed to enter into this MOU.

After several sessions with the SMA and meeting separately in several closed sessions with the Board of Supervisors, a successful Tentative Agreement was reached which includes:

- A cost-of-living adjustment of 12% over the thirty-nine month period with an agreement that employees will pay the remaining 3% of their retirement contribution of 9% at the end of the contract term (excludes employees subject to the Public Employees' Pension Reform Act as they presently pay for their retirement contribution);
- A 6% equity adjustment for the Captain and Undersheriff classifications and a 3% equity adjustment for the Jail Lieutenant with the County agreeing to conduct a class audit of these classification to determine if an additional equity adjustment is warranted.
- An increase of \$200 over the contract period to employees' monthly Flexible Benefit Allowance (FBA) - the FBA can be used towards an employee's health and welfare benefits or towards deferred compensation or it can be taken as cash;
- An increase of \$150 over the contract period to employees' monthly uniform allowance;
- An increase to shift differential pay and stand-by pay;
- Language clarification to the Personal Necessity Leave provision and to the Discipline provisions.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board of Supervisors agreed to the negotiated issues contained in the Tentative Agreement with the SMA.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

If not approved, it will be necessary to reopen negotiations and this could result in a

charge of unfair labor practices.

FINANCIAL IMPACT:

Funding will be appropriated into each affected budget unit by the Auditor's office during the end of the fiscal year adjustments.

ATTACHMENTS:

SMA MOU 2015-2018 (PDF)

CAO RECOMMENDATION

Requested Action Recommended


Mary Hodson, CAO 2/4/2016

RESULT: ADOPTED [UNANIMOUS]

MOVER: Rosemarie Smallcombe, District I Supervisor

SECONDER: Merlin Jones, District II Supervisor

AYES: Smallcombe, Jones, Long, Cann, Carrier