



MARIPOSA COUNTY

Human Resources/Risk Management • (209) 742-1379



RESOLUTION - ACTION REQUESTED 2016-80

MEETING: February 16, 2016

TO: The Board of Supervisors

FROM: Steve Johnson, Human Resources Director - Risk Manager

RE: Approve a Side Letter of Agreement with SMA - Deputy Fire Chief Classification

RECOMMENDATION AND JUSTIFICATION:

Approve a Side Letter of Agreement with the Sheriffs' Management Association (SMA) which recognizes this unit as the recognized employee organization for the Deputy Fire Chief classification effective October 1, 2015 and authorize the Board of Supervisors Chair to sign the Side Letter of Agreement. The Deputy Fire Chief classification had been represented by the Mariposa County Managerial and Confidential Organization (MCMCO) until September 30, 2015.

Under the authority of the County's Employer/Employee Relations Policy (EERP), the County Administrative Officer made a determination that the SMA was the appropriate employee organization for the Deputy Fire Chief classification for bargaining unit representation because it is solely composed of peace officers. The Deputy Fire Chief classification is considered a peace officer classification. After informing the MCMCO and SMA representatives of her intention to modify the SMA employee organization by moving the Deputy Fire Chief classification into this unit, both organizations agreed to the modification and there was no appeal of her determination. This Side Letter of Agreement will formalize the SMA unit modification.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

From time to time, the Board of Supervisors enters into Side Letters with the bargaining units for various purposes.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

N/A. The parties have already agreed to the modification under the authority of the EERP and this action is to formalize that agreement.

FINANCIAL IMPACT:

None on this action.

ATTACHMENTS:

SMA Side Letter of Agreement-Deputy Fire Chief (DOC)

CAO RECOMMENDATION

Requested Action Recommended

Mary Hodson
Mary Hodson, CAO 2/9/2016

RESULT: ADOPTED [UNANIMOUS]
MOVER: Kevin Cann, District IV Supervisor
SECONDER: Merlin Jones, District II Supervisor
AYES: Smallcombe, Jones, Long, Cann, Carrier