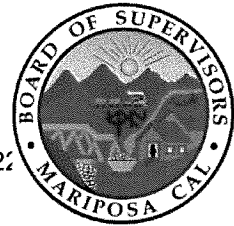




MARIPOSA COUNTY

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



RESOLUTION - ACTION REQUESTED 2018-93

MEETING: March 6, 2018

TO: The Board of Supervisors

MINUTE ORDER ATTACHED

FROM: Steve Dahlem, County Counsel - Interim Human Resources Director

RE: Approve MCMCO MOU Effective November 1, 2017

RECOMMENDATION AND JUSTIFICATION:

Approve a two-year Memorandum of Understanding (MOU) with the Mariposa County Managerial and Confidential Organization (MCMCO) effective November 1, 2017; 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. The term of the MOU is from November 1, 2017 through October 31, 2019. Pursuant to Article 20 "Duration" of the previous MOU, the parties have met and conferred and have agreed to enter into this MOU.

Recent labor negotiations resulted in a Tentative Agreement between the County and MCMCO. MCMCO's membership has voted and they have ratified the Tentative Agreement.

Changes to the proposed MOU, which is attached, are denoted in red. They include the following agreed-upon economic increases:

- A cost-of-living adjustment (COLA) of 6% over the two-year period, with the first COLA retroactive to November 1, 2017 (sections 6.1.1); and
- An increase of \$70 to the Flexible Benefit Allowance for each employee to be effective the first pay period following adoption of the MOU (section 6.4.1.6).

Other agreed upon issues are as follows:

- Amended the Confidential employee definition (section 2.4);
- Clarified release time language that reflects when a designated steward will be granted release time when participating in representational activities for the union (section 5.1 and Article 13);
- Added language that comp time off is not available for overtime worked in the case of a Board-declared emergency (section 8.1.4);
- Made changes to the provisions relative to employee schedule changes to make them less cumbersome (section 8.2);
- Provided employees with a greater bereavement leave benefit (section 8.3.4);
- Increased Administrative Leave from 80 hours to 96 hours per calendar year (section 8.3.12); and
- Clarified out-of-County travel relative to mileage computation (section 10.2.1).

Resolution - Action Requested 2018-93

There were also clean-up items incorporated into the MOU, such as changing the title of the "Personnel Director" to "Human Resources Director and removing non-relevant dates.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board of Supervisors approved a Tentative Agreement with MCMCO which contains the agreed-to revisions in the MOU.

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.

ATTACHMENTS:

MCMCO MOU 2017-2019 DRAFT (PDF)

RESULT: ADOPTED AS AMENDED [UNANIMOUS]

MOVER: Merlin Jones, District II Supervisor

SECONDER: Marshall Long, District III Supervisor

AYES: Rosemarie Smallcombe, Merlin Jones, Marshall Long, Miles Menetrey

EXCUSED: Kevin Cann



COUNTY of MARIPOSA


P.O. Box 784, Mariposa, CA 95338 (209) 966-3222



ROSEMARIE SMALLCOMBE, CHAIR
MILES MENETREY, VICE-CHAIR
MERLIN JONES
MARSHALL LONG
KEVIN CANN

DISTRICT I
DISTRICT V
DISTRICT II
DISTRICT III
DISTRICT IV

MARIPOSA COUNTY BOARD OF SUPERVISORS MINUTE ORDER

TO:	STEVE DAHLEM/County Counsel – Interim Human Resources Director; and SANDRA LAIRD/Senior Administrative Analyst
FROM:	RENÉ LaROCHE, Clerk of the Board 
SUBJECT:	Approve a Two-Year Memorandum of Understanding (MOU) with the Mariposa County Managerial and Confidential Organization Effective November 1, 2017; 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
Resolution:	18-093

The following action was taken by the Mariposa County Board of Supervisors on **March 6, 2018:**

J.2. Human Resources/Risk Management RES-2018-93

Approve a Two-Year Memorandum of Understanding (MOU) with the Mariposa County Managerial and Confidential Organization Effective November 1, 2017; 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

Steve Dahlem introduced Sandra Laird who provided the staff report. Ms. Laird extended thanks to the bargaining team, and noted one correction to the document. No public input.

CORRECTION:

Section 5.1.3 - Labor Negotiations: the fourth sentence should read "The provisions of the section will be subject to more specific and/or different release time provisions in the parties' agreed to written ground rules for successor contract negotiations, in which case the ground rules on release time will govern for those negotiations only."

RESULT: ADOPTED AS AMENDED [4-0]

MOVER: Merlin Jones, District II Supervisor

SECONDER: Marshall Long, District III Supervisor

AYES: Rosemarie Smallcombe, Merlin Jones, Marshall Long, Miles Menetrey

EXCUSED: Kevin Cann