



# MARIPOSA COUNTY

Human Resources · (209) 742-1379



## **RESOLUTION - ACTION REQUESTED 2018-534**

MEETING: November 13, 2018  
TO: The Board of Supervisors  
FROM: Kimberly Williams, Human Resources Director  
RE: Approve Side Letter of Agreement with SEIU

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### **RECOMMENDATION AND JUSTIFICATION:**

Approve a Side Letter of Agreement with the Service Employees International Union Local 521 (SEIU) which allows an employee represented by SEIU to maintain benefits that are tied to the Mariposa County Managerial and Confidential Organization (MCMCO).

Effective July 1, 2017 by approval of the Board of Supervisors, an employee in a Social Worker Supervisor II (MCMCO) position was reclassified to a Staff Services Analyst II (SEIU). The salary of the Social Worker Supervisor II is greater than the Staff Services Analyst II salary, thus, the employee's salary was Y-rated\* at that time. Prior to the adoption of the reclassification, there were discussions between the County and the unions to discuss other impacts to the affected employee. After these discussions, the parties agreed that the now SEIU employee would continue to maintain MCMCO health and welfare benefits until she retired, or no more than three years. The Board then directed staff to develop a Side Letter of Agreement memorializing this agreement.

It is recommended that the Side Letter of Agreement is approved in order to formalize the agreement between the County and the unions.

\*Y-rate means that when the existing salary for an employee is greater than the maximum salary of the new position, the employee's salary is Y-rated so that it isn't changed unless and until the maximum of the new salary range exceeds the salary of the employee.

### **BACKGROUND AND HISTORY OF BOARD ACTIONS:**

At their meeting of October 3, 2017, the Board of Supervisors approved Resolution No. 17-676 which reclassified a Social Worker Supervisor II to a Staff Services Analyst II and authorized staff to develop a Side Letter of Agreement to secure benefits for the impacted employee who was moving from MCMCO to SEIU.

### **ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

### **FINANCIAL IMPACT:**

## Resolution - Action Requested 2018-534

**Salary and benefits for the affected position was budgeted in the 2018/2019 fiscal year budget and there is no impact to the General Fund.**

**ATTACHMENTS:**

**Side Letter of Agreement with SEIU (PDF)**

**RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]**

**MOVER:** Marshall Long, District III Supervisor

**SECONDER:** Merlin Jones, District II Supervisor

**AYES:** Smallcombe, Jones, Long, Cann, Menetrey