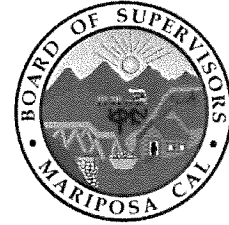


MARIPOSA COUNTY

Human Resources · (209) 742-1379



RESOLUTION - ACTION REQUESTED 2019-220

MEETING: April 23, 2019
TO: The Board of Supervisors
FROM: Kimberly Williams, Human Resources Director
RE: Approve DSA MOU Effective January 1, 2019 to December 31, 2021

RECOMMENDATION AND JUSTIFICATION:

Approve a three-year Memorandum of Understanding (MOU) with the Deputy Sheriffs' Association (DSA) effective January 1, 2019 through December 31, 2021; authorize the Board of Supervisors Chair to sign the MOU; and authorize the Auditor to increase appropriations to each affected budget units 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 DSA and meeting separately in several closed sessions with the Board of Supervisors, a successful Tentative Agreement was reached which includes:

- A 10.50% cost-of-living adjustment over the three-year period (3.25% retroactive to January 1, 2019; 3.50% effective January 1, 2020; 3.75% effective January 1, 2021.
- For employees who participate in a health insurance plan, an increase of \$50 over the contract period to employees' monthly Flexible Benefit Allowance (FBA). The FBA can be used towards an employee's health and welfare benefits, towards deferred compensation, or it can be taken as cash.
- A once-a-year cash out of a maximum of 80 hours of vacation leave for employees who have a minimum balance of 160 hours of vacation at the time of the request.
- Compensation study for the District Attorney Investigator classification to be completed by August of 2019, with a meet and confer with DSA representatives to discuss the results of the study.
- Added a provision relative to new employee orientation, which includes language that relates to new and current employee information that can be provided to the union.
- Added clarifying language related to statutory overtime (Fair Labor Standards Act overtime) and contractual overtime.
- Various clarifying language changes as well as the clean-up of various provisions of the MOU.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

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

Resolution - Action Requested 2019-220

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 with the end of the fiscal year adjustments.

ATTACHMENTS:

DSA MOU 2019-2021 Draft (PDF)

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]

MOVER: Rosemarie Smallcombe, District I Supervisor

SECONDER: Merlin Jones, District II Supervisor

AYES: Smallcombe, Jones, Long, Cann, Menetrey