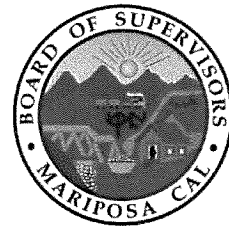




MARIPOSA COUNTY

Human Resources • (209) 742-1379



RESOLUTION - ACTION REQUESTED 2019-266

MEETING: May 21, 2019
TO: The Board of Supervisors
FROM: Kimberly Williams, Human Resources Director
RE: Approve SMA MOU Effective January 1, 2019 to December 31, 2021

RECOMMENDATION AND JUSTIFICATION:

Approve a three-year Memorandum of Understanding (MOU) with the Sheriff's Management Association (SMA) 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 SMA 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.
- A compensation study for the following classifications: Assistant Chief Probation Officer; Custodial Sergeant; Jail Lieutenant; Sheriff's Captain; Sheriff's Sergeant; and Sheriff's Undersheriff. The study is to be completed by August of 2019, with a meet and confer with SMA 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. The Custodial Sergeants; Jail Lieutenant; and Sheriff's Sergeants are the only classifications in this unit that are subject to overtime on a regular basis. The Assistant Chief Probation Officer; Sheriff's Captains; and the Sheriff's Undersheriff receive overtime during a major incident or disaster only.
- Various clarifying language changes as well as the clean-up of various provisions of

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the MOU.

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 with the end of the fiscal year adjustments.

ATTACHMENTS:

SMA MOU 2019-2021 Draft (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