



MARIPOSA COUNTY

Human Resources · (209) 742-1379



RESOLUTION - ACTION REQUESTED 2019-127

MEETING: March 12, 2019
TO: The Board of Supervisors
FROM: Kimberly Williams, Human Resources Director
RE: Approve Side Letter of Agreement with MCMCO

RECOMMENDATION AND JUSTIFICATION:

Approve a Side Letter of Agreement with the Mariposa County Managerial and Confidential Organization (MCMCO) to transition the Community Services Director classification from an at-will department head position to the MCMCO-represented position of Deputy Director of Community Services; and Authorize the Board of Supervisors Chair to Sign the Side Letter.

With the consolidation of the Health and Human Services Agency (HHSA), which included the integration of the Community Services Department, the Community Services Director continued in the capacity of a quasi-department head. In November 2018, the Board of Supervisors approved the reclassification of the Director position to a Deputy Director of Community Services in HHSA. This included approving changes to the Director job description to reflect that it was being reclassified to a Deputy Director, assigned it a salary range, and designated the position as MCMCO effective July 1, 2018.

The Deputy Director of Community Services met with the MCMCO representative as well as the HHSA Director to discuss the impacts to the incumbent and they arrived at a verbal agreement relative to health and welfare benefits. This Side Letter of Agreement memorializes that agreement. It is recommended that the Side Letter is approved in order to formalize the agreement between the County and MCMCO.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

At their meeting of November 13, 2018, the Board of Supervisors adopted Resolution No. 18-533 which approved changes to the Community Services Director job description and reclassified the position to a Deputy Director of Community Services, set the top step salary at \$6,677.17, and assigned the classification to the MCMCO bargaining unit effective July 1, 2018.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

FINANCIAL IMPACT:

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.

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ATTACHMENTS:

Side Letter of Agreement-MCMCO (PDF)

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]

MOVER: Merlin Jones, District II Supervisor

SECONDER: Rosemarie Smallcombe, District I Supervisor

AYES: Smallcombe, Jones, Long, Cann, Menetrey