



# MARIPOSA COUNTY

Human Resources · (209) 742-1379



## **RESOLUTION - ACTION REQUESTED 2019-676**

MEETING: November 26, 2019  
TO: The Board of Supervisors  
FROM: Kimberly Williams, Human Resources Director  
RE: Approve Side Letter of Agreement with SMA--Leave for Jury Duty

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### **RECOMMENDATION AND JUSTIFICATION:**

Approve a Side Letter of Agreement with the Sheriffs' Management Association (SMA) to allow employees to take leave for jury duty without impacting their leave accruals; and authorize the Board of Supervisors Chair to sign the side letter of agreement.

An employee in a position represented by the Deputy Sheriffs' Association (DSA) filed a grievance because his vacation accruals were used when he served on jury duty. The DSA's Memorandum of Understanding (MOU) does not contain a negotiated provision that allows employees to take leave without impacting their leave accruals. Similarly, the SMA MOU does not contain such a provision. If an SMA employee is summoned for jury service and serves on a jury, the employee is required to use their leave accruals while serving.

The County and the SMA have a mutual interest to remedy the issue and establish an understanding and agreement relative to leave with pay for SMA-represented employees who may be summoned for future jury service. The parties have agreed to enter into a Side Letter of Agreement by allowing SMA-represented employees to take leave without loss of wages, vacation time, compensatory time, sick leave, or any other benefit for purposes of responding to a summons for jury service and when serving on a jury.

It is recommended that the Board of Supervisors approve this Side Letter of Agreement and after approved, the Side Letter will be attached to the current SMA MOU.

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

None on this action. From time to time, the Board of Supervisors approves Side Letters of Agreement with bargaining units.

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

Do not approve this action as recommended; amend this action as the Board desires and approve.

### **FINANCIAL IMPACT:**

**Not applicable on this action.**

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**ATTACHMENTS:**

**SMA Side Letter of Agreement-jury duty (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