



MARIPOSA COUNTY

Human Resources • (209) 742-1379



RESOLUTION - ACTION REQUESTED 2019-697

MEETING: December 10, 2019
TO: The Board of Supervisors
FROM: Kimberly Williams, Human Resources Director
RE: Approve MCMCO MOU Effective November 1, 2019

RECOMMENDATION AND JUSTIFICATION:

Approve a four-year Memorandum of Understanding (MOU) with the Mariposa County Managerial and Confidential Organization (MCMCO) effective November 1, 2019; authorize the Board of Supervisors Chair to sign the MOU; and authorize the Auditor to increase appropriations to each affected budget unit in order to implement the provisions of the MOU. The term of the MOU is from November 1, 2019 through October 31, 2023. Pursuant to Article 20 "Duration" of the previous MOU, the Parties have met and conferred and have agreed to enter into this MOU.

Recent labor negotiations resulted in a Tentative Agreement between the County and MCMCO. The MCMCO membership has voted and ratified the Tentative Agreement.

Changes to the proposed MOU, which is attached, are indicated in red and blue. These changes include the following agreed-upon economic increases:

- A cost-of-living adjustment (COLA) of 3.25% retroactive to November 1, 2019; a COLA of 3.50% effective November 1, 2020; a COLA of at least 2.75% and not more than 4.25% effective November 1, 2021 and November 1, 2022, respectively, which will be determined by an agreed-to formula involving calculations from the San Francisco Area Annual Consumer Price Index and the County's General Purpose Revenue (section 6.1.1); and
- An equity adjustment retroactive to November 1, 2019 for one classification in the MCMCO bargaining unit that was found to be at 10% or more below the market as a result of the comprehensive compensation study conducted earlier this year; (section 6.1.2); and
- An increase to the flexible benefit allowance for plan participants of 5% each year effective December 1 of each year during the term of the MOU (section 6.4.1.6); and
- An increase of \$100 to the flat dollar amounts for longevity with an addition of \$1,500 for 25 years of continuous service, to be paid on a monthly basis,

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effective January 1, 2020 (section 6.4.5.2).

Other agreed-upon issues are as follows:

- Amended language to clarify deductions for Union membership dues, fees and membership benefit programs sponsored by the Union (section 5.3); and
- Included the Social Worker Supervisor II classification to be subject to on-call compensation (section 6.3.1); and
- Clarified language for overtime exempt employees to be paid overtime for time worked over forty hours per workweek during a locally declared emergency (section 8.1.5); and
- Added irrevocable election language to address constructive receipt for cash outs, effective November 2, 2020 (section 8.3.2.2).

There were also clean-up items incorporated into the MOU, such as the New Employee Orientation language, which was originally agreed to by a Side Letter of Agreement in 2017 and amending the language to remove the outline and to instead provide it in advance of the meeting (section 5.4), removing non-relevant dates, clarifying that the flexible benefit allowance is a monthly amount, and updating the Appendices.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

During negotiations the Board of Supervisors received information and provided direction to its representative.

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.

ATTACHMENTS:

MCMCO MOU 2019-2023 Draft (PDF)

RESULT: ADOPTED [4 TO 0]

MOVER: Marshall Long, District III Supervisor

SECONDER: Merlin Jones, District II Supervisor

AYES: Rosemarie Smallcombe, Merlin Jones, Marshall Long, Miles Menetrey

RECUSED: Kevin Cann