



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

**Side Letter of Agreement between Mariposa County and
the Mariposa County Managerial and Confidential Organization (MCMCO),
a Chapter of AFSCME Local 2703**

RES. NO. 19-127

This Side Letter of Agreement is made a part of and incorporated into the Memorandum of Understanding dated November 1, 2017 through October 31, 2019 by and between the County of Mariposa (County) and the Mariposa County Managerial and Confidential Organization (MCMCO), a chapter of AFSCME Local 2703; and

Whereas, the Community Services Department Director (Director) was an appointed, at-will department head position and employee Terri Peresan filled the position; and

Whereas, in November 2018 in conjunction with the Health and Human Services Agency consolidation, the Board of Supervisors approved a reclassification of the Director position and converted it to a Deputy Director of Community Services (Deputy Director); approved changes to the job description to reflect that it no longer is a Director classification; assigned a salary range to the classification; and designated the Deputy Director as an MCMCO classification effective July 1, 2018; and

Whereas, Deputy Director Peresan met with the MCMCO representative as well as the Health and Human Services Director to discuss the impacts to her position once the reclassification became effective; and

Whereas, the parties came to an agreement relative to the employee's health and welfare benefits.

Now, Therefore, the parties agree to the following:


1. Employee Terri Peresan, who was the Community Services Director and was reclassified to the Deputy Director of Community Services, will receive health and welfare benefits that are tied to the MCMCO bargaining unit as the reclassified position is represented by this unit, with the exception of the life insurance benefit.
2. Ms. Peresan will maintain the department head life insurance benefit of \$50,000 (the MCMCO life insurance benefit is \$30,000).
3. Ms. Peresan will receive 120 hours each of vacation leave and sick leave, retroactive to July 1, 2018. Ms. Peresan will accrue vacation leave at the rate of 10 hours per month and sick leave at the rate of 10 hours per month pursuant to the relevant MCMCO MOU provisions.

For the County:


Miles Menetrey, Chair
Board of Supervisors

Date: March 12 2019

For MCMCO:


Debbie Macias
Business Agent

Date: 2.22.19

Approved as to Form:


Steven W. Dahlem, County Counsel