



# MARIPOSA COUNTY

Human Resources · (209) 742-1379



## RESOLUTION - ACTION REQUESTED 2019-265

MEETING: May 21, 2019  
TO: The Board of Supervisors  
FROM: Kimberly Williams, Human Resources Director  
RE: Approve Side Letter of Agreement with MCMCO

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### RECOMMENDATION AND JUSTIFICATION:

Approve a Side Letter of Agreement with the Mariposa County Managerial and Confidential Organization (MCMCO) to provide on-call pay for the Social Worker Supervisor II classification effective immediately; and authorize the Board of Supervisors Chair to sign the Side Letter.

Incumbents in the Social Worker Supervisor II classification are responsible for working their daily routine hours and they are also responsible for being on-call in the evening hours on a rotational basis as part of the after-hours team. This class is overtime-exempt and is not subject to overtime pay and incumbents do not receive on-call pay, which is a form of overtime.

County and union representatives have met and agreed that incumbents in the Social Worker Supervisor II classification should receive on-call pay effective immediately, especially after working a full day, performing their routine functions, and then moving into their after-hours on-call assignment. On-call pay is currently at the rate of \$1.50/hour.

Currently, there are two classifications in the MCMCO bargaining unit that are subject to on-call pay and they are the Fleet Manager and the Senior Information System Specialist. There are no other classifications in this unit that are subject to on-call pay and it is recommended that the Social Worker Supervisor II class is added to the list.

### BACKGROUND AND HISTORY OF BOARD ACTIONS:

On June 10, 2014 by Resolution No. 14-263, the Board of Supervisors approved a Side Letter of Agreement with MCMCO authorizing on-call pay for the Fleet Superintendent (now called Fleet Manager) and the Senior Information System Specialist. This agreement was then incorporated into a successor Memorandum of Understanding.

### ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Do not approve the Side Letter as recommended; amend the Side Letter as the Board desires and approve.

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**FINANCIAL IMPACT:**

**There is no impact to the General Fund.**

**ATTACHMENTS:**

**Side Letter of Agreement-Soc Wkr Supv II on-call (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

**Side Letter of Agreement between Mariposa County  
and the Mariposa County Managerial and Confidential Organization (MCMCO)**

RES. NO. 19-265

This Side Letter of Agreement is made a part of and incorporated into the Memorandum of Understanding (MOU) 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).

**Whereas**, the MCMCO MOU contains an on-call pay provision that requires an employee to be available to perform essential services when assigned to on-call duty and the employee receives on-call pay for this assignment; and

**Whereas**, being on-call is a form of overtime and all classifications governed by the MCMCO bargaining unit are overtime-exempt; and

**Whereas**, MCMCO and the County had previously identified and agreed to allow two classifications to receive on-call pay despite being overtime-exempt, and those two classifications are the Fleet Manager and the Senior Information System Specialist; and

**Whereas**, MCMCO and the County have identified another overtime-exempt classification as being appropriate to receive on-call pay.


**Now, Therefore**, the parties agree to the following:

1. Effective immediately, the Social Worker Supervisor II classification is an additional classification in the MCMCO bargaining unit that shall be subject to the provisions of section 6.3.1 "On-Call Compensation."
2. There are no other classifications in the MCMCO bargaining unit to which on-call pay is applicable.

For the County:

For MCMCO:

  
Miles Menetrey, Chair  
Board of Supervisors

  
Debbie Macias  
Business Agent

Date: MAY 23 2019

Date: 4/20/19

Approved as to Form:

  
Steven W. Dahlem, County Counsel