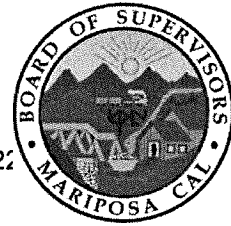




# MARIPOSA COUNTY

Human Resources/Risk Management • (209) 966-3222



## **RESOLUTION - ACTION REQUESTED 2014-659**

MEETING: December 16, 2014

TO: The Board of Supervisors

FROM: Steve Dahlem, County Counsel/Interim HR Director-Risk Manager

RE: DSA and SMA Side Letters of Agreement - December 26, 2014 Holiday

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### **RECOMMENDATION AND JUSTIFICATION:**

Approve Side Letters of Agreement with the Deputy Sheriffs' Association (DSA) and Sheriffs' Management Association (SMA) extending the time for certain employees in specific classifications in these units to receive the benefit of the December 26, 2014 holiday.

The Memoranda of Understanding (MOU) with the DSA and SMA have a provision in their respective MOU which allows for thirteen paid holidays per year which are scheduled in advance over the course of the calendar year. All scheduled holidays must be taken by the end of the calendar year and cannot be carried over into the next calendar year pursuant to the MOUs. Recently, the Board of Supervisors declared December 26, 2014 as a County-holiday. Work schedules are already in place for employees in these units, therefore, some employees may not benefit from the Board-approved holiday. Consideration should be given to these employees so that they too are able to receive the benefit of the December 26th holiday. It is recommended that the Side Letters of Agreement are approved which will give employees an extension of time to take the Board-approved additional holiday, from the end of the calendar year to March 31, 2015.

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

At their meeting of November 12, 2014, the Board declared Friday, December 26, 2014 as a County holiday.

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

A negative action would result in certain employees in specific classifications of the DSA and SMA not receiving the benefit of the additional County holiday that many County employees will receive.

### **FINANCIAL IMPACT:**

N/A.

### **ATTACHMENTS:**

**DSA Letter of Agreement Re Additional Holiday (PDF)**  
**SMA Letter of Agreement Re Additional Holiday (PDF)**

**CAO RECOMMENDATION**

Requested Action Recommended

*Mary Hodson*

Mary Hodson, Interim CAO 12/11/2014

**RESULT: ADOPTED [4 TO 0]**

**MOVER:** John Carrier, District V Supervisor

**SECONDER:** Merlin Jones, District II Supervisor

**AYES:** Lee Stetson, Merlin Jones, Kevin Cann, John Carrier

**RECUSED:** Janet Bibby