RECOMMENDED ACTION AND JUSTIFICATION:

Approve the Memorandum of Understanding (MOU) with the Mariposa County Managerial and Confidential Organization (MCMCO) effective November 1, 2005 through October 31, 2007. Pursuant to Article 20 “Duration” of the previous MOU between the County and MCMCO, the parties have met and conferred and have agreed to enter into this MOU. Revisions to the agreement are shown with deletions as strikethroughs and additions as bold and italicized text.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

During a closed session, the Board approved a Tentative Agreement with MCMCO and the provisions of that Agreement are reflected in the attached document.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Financial Impact? ( ) Yes ( ) No Current FY Cost: $  Annual Recurring Cost: $
Budgeted In Current FY? ( ) Yes ( ) No ( ) Partially Funded
Amount in Budget: $  
Additional Funding Needed: $ 
Source:  
Internal Transfer
Unanticipated Revenue $  4/5’s vote
Transfer Between Funds $  4/5’s vote
Contingency $  4/5’s vote
( ) General ( ) Other

List Attachments, number pages consecutively

MCMCO MOU

CLERK’S USE ONLY:
Res. No.:  
Ord. No.  
Vote – Ayes: 5  Noes:  
Absent:  

Approved 

Minute Order Attached ( ) No Action Necessary

The foregoing instrument is a correct copy of the original on file in this office.

Date:  

Attest: MARGIE WILLIAMS, Clerk of the Board
County of Mariposa, State of California

By:  
Deputy

COUNTY ADMINISTRATIVE OFFICER:

Requested Action Recommended  
No Opinion

Comments:

CAO: 88
TO: THOMAS P GUARINO, Interim DH
FROM: MARGIE WILLIAMS, Clerk of the Board
SUBJECT: MOU with the Mariposa County Managerial and Confidential Organization (MCMCO) FOR THE TERM OF Nov. 1, 2005 through Oct. 31, 2007

RESOLUTION 06-150

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA

ADOPTED THIS Order on April 25, 2006

ACTION AND VOTE:

Consent Agenda item 6 – MOU with MCMCO. Kristy Waskiewicz, AFSCME representing Mariposa County Management and Confidential employees (MCMCO), commented that she felt the labor negotiation process was professional and productive when the negotiator was changed. Supervisor Bibby asked about the implementation of the drug policy and asked for assurance that the training requirements would be implemented and that the appropriate records would be kept; and she suggested that the confidential employee positions be listed in the appendix. Tom Guarino, County Counsel, advised that there has been a staff level discussion of putting together a program for unrepresented personnel. Supervisor Bibby asked for clarification of the administrative leave and the status of this benefit with the confidential employees. Tom Guarino advised that he could obtain information on that. Kristy Waskiewicz noted that they are banned from representing the confidential employees. Supervisor Bibby asked for clarification of the Board’s action to assign the Administrative Analyst-Business Development to the MCMCO bargaining unit, and she asked for clarification of the meet and confer process to include this position in this bargaining unit as she did not remember this coming to the Board before today. Kristy Waskiewicz advised that she was not aware of anything coming to the Board for this position. Mary Hodson, Deputy County Administrative Officer, advised that an item was brought to the Board last year to designate this position as confidential and the item was pulled and has not been brought back. She further advised that the position was brought to the Board and designated as a management position when it was created, which can be done without the meet and confer process. (M)Fritz, (S)Turpin, item 6 was approved/Ayes: Unanimous.

CA-6

Approve the Memorandum of Understanding (MOU) with the Mariposa County Managerial and Confidential Organization (MCMCO) for the Term of November 1, 2005 through October 31, 2007 (Thomas Guarino/Interim Personnel-Risk Manager); Res. 06-150, with request for information

Cc: Chris Ebie, Auditor
All Departments
File