RESOLUTION - ACTION REQUESTED 2014-108

MEETING: March 11, 2014

TO: The Board of Supervisors

FROM: Tessa Pritchard, Human Resources Director/Risk Manager

RE: Approve MCMCO MOU Effective November 1, 2013

RECOMMENDATION AND JUSTIFICATION:
Approve a one-year Memorandum of Understanding (MOU) with the Mariposa County Managerial and Confidential Organization (MCMCO) effective November 1, 2013; authorize the Board of Supervisors Chair to sign the MOU; and authorize the Auditor to transfer appropriations to each affected budget unit in order to implement the affected provisions of the MOU. The term of the MOU is from November 1, 2013 through October 31, 2014. Pursuant to Article 20 "Duration" of the previous MOU, the parties have met and conferred and have agreed to enter into this MOU. Revisions to the attached MOU are shown with strikethroughs for deletions and bold and italicized text for additions.

The issues that have been agreed to are as follows:
• Provides a 2% wage increase to all employees in this bargaining unit. (Section 6.1.1)
• Provides a re-opener during the term of the MOU to discuss the nature, scope, and applicability of on-call compensation. (Section 6.3.1)
• Adds language to the educational incentive provision to include stipends that certain employees are already receiving pursuant to Resolution by the Board of Supervisors. (Section 6.3.5.1)
• Grants a longevity allowance for employees hired on or after July 1, 1996. (Section 6.4.5)
• Allows for a vacation cash out option for eligible employees. (Section 8.3.2)
• Allows for an increase in the vacation accrual amount. (Section 8.3.2)
• Clarifies the sick leave accrual cap for unused sick leave conversion at retirement. (Section 8.3.2.3)

This MOU will also incorporate provisions that were previously amended by Resolution of the Board. Those provisions are:
• Amending the "Benefits" section which changes the County’s contribution for medical insurance as well as the Flexible Benefit Allowance. (Section 6.4)
• Amends the term of MOU. The term of the previous MOU was for the period of November 1, 2010 through October 31, 2011. In a Side Letter of Agreement, the County and MCMCO agreed to extend the term of the MOU to October 31, 2013. (Article 20)
The MOU also reflects changes to the "Retirement" section (Section 6.4.4) as follows:

- Corrects the effective date for the second retirement tier (2%@55). The MOU stated that the second tier was effective July 1, 2011, however it went into effect November 1, 2011. (Section 6.4.4)
- Implements the mandated California Public Employees' Pension Reform Act of 2013 (PEPRA). The PEPRA, in essence, added a third retirement tier. Language reflecting how this is being implemented was incorporated into the MOU.

Lastly, Appendix B which outlines various alternate work schedules was amended to include previously Board-approved alternate work schedules.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
During a recent closed session of the Board of Supervisors, the Board approved a Tentative Agreement with MCMCO which contains the agreed-to revisions in the MOU.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
If not approved, it will be necessary to reopen negotiations and may result in a charge of unfair labor practices.

FINANCIAL IMPACT:
Compensation cost increase of approximately $57,400 for Fiscal Year 2013-14.

ATTACHMENTS:
MCMCO MOU 2013-2014 draft (PDF)

CAO RECOMMENDATION
Requested Action Recommended

RESULT: ADOPTED [4 TO 0]
MOVER: Lee Stetson, District I Supervisor
SECONDER: Merlin Jones, District II Supervisor
AYES: Lee Stetson, Merlin Jones, Janet Bibby, Kevin Cann
RECUSED: John Carrier