RESOLUTION - ACTION REQUESTED 2014-147

MEETING: April 8, 2014

TO: The Board of Supervisors

FROM: Tessa Pritchard, Human Resources Director/Risk Manager

RE: Incorporate Side Letters of Agreement into MOU - SMA

RECOMMENDATION AND JUSTIFICATION:
Incorporate Three Side Letters of Agreement Between Mariposa County and the Sheriffs' Management Association (SMA) into One Memorandum of Understanding Document (MOU), and Authorize the Board of Supervisors Chair to Sign the MOU.

The County entered into a MOU with the SMA for the period of October 1, 2010 through September 30, 2012. Contained within this MOU was a provision to reopen the MOU no later than July 2011 to meet and confer over changes to the medical insurance contribution amounts to employees. The County and unions met and conferred and agreement was reached to implement a uniform approach to the medical insurance contribution. A Side Letter of Agreement was signed by the SMA and the County; and this document became part and parcel of the 2010-2012 MOU.

As noted above, the SMA MOU was expiring on September 30, 2012. In July 2012, the union was asked to renew the MOU for a one-year period because the financial picture for Mariposa County had many unknowns; this extension would be through September 30, 2013. The union agreed and Side Letter of Agreement extending the SMA MOU was signed by the SMA and the County; and this document became part and parcel of the respective 2010-2012 MOU.

In 2013 with the impending expiration of the SMA MOU, the County and the union met and conferred to negotiate a successor MOU. Agreement was reached for a two-year term effective October 1, 2013. One Side Letter of Agreement was signed by all parties (the County and the SMA) and by this letter of agreement, the SMA MOU was modified on several issues and the Side Letter of Agreement became part and parcel of the 2010-2012 MOU.

Incorporating each of the aforementioned Side Letters of Agreement into the respective MOU will allow bargaining unit members as well as staff to consult one complete and all-inclusive document. The incorporated language in those sections affected by each Side Letter is shown by insertions and deletions in the attached MOU.

BACKGROUND AND HISTORY OF BOARD ACTIONS: The first Side Letter of Agreement that addressed the medical insurance contribution was adopted by Resolution No. 12-476 for the SMA. The second Side Letter of Agreement extending
the MOUs for a one-year period was adopted by Resolution No. 12-554 for the SMA. The third Side Letter of Agreement agreeing to successor MOUs with various revisions was adopted by Resolution No. 13-572 for both the SMA and the DSA.

**ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:** If this action is not approved, the MOU for the SMA would have in place a 2010-2012 MOU document with three Side Letters of Agreement attached.

**FINANCIAL IMPACT:**
There is no financial impact on this action.

**ATTACHMENTS:**
SMA MOU 2013-2015  (PDF)

**CAO RECOMMENDATION**
Requested Action Recommended

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

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

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

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

**RECUSED:** Janet Bibby