RESOLUTION - ACTION REQUESTED 2014-263

MEETING: June 10, 2014

TO: The Board of Supervisors

FROM: Tessa Pritchard, Human Resources Director/Risk Manager

RE: Approve a Side Letter of Agreement with MCMCO Regarding On-Call Pay

RECOMMENDATION AND JUSTIFICATION:
Approve a Side Letter of Agreement with the Mariposa County Managerial and Confidential Organization (MCMCO) providing on-call pay for certain positions, and authorize the Board of Supervisors Chair to sign the Side Letter of Agreement. Also, approve a Budget Action Form transferring funds the Fleet Fund ($1,000). The Board of Supervisors provided authority and the MCMCO bargaining unit has agreed to the attached Side Letter of Agreement.

The Side Letter of Agreement authorizes the classifications of Fleet Superintendent and Senior Information Systems Specialist to receive pay for being on-call for purposes of availability. The Side Letter of Agreement also provides that while other classifications in the MCMCO bargaining unit may be subject to being on-call, no other classifications in the MCMCO bargaining unit are eligible for on-call compensation.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
The Board has already provided the authority to negotiate these terms and this action is to ratify that authority.

FINANCIAL IMPACT:
Salary savings in the Fleet Fund is requested to be used to offset increases associated with On-Call Pay. There is already sufficient funding in the Technical Services Budget.

ATTACHMENTS:
Side Letter Agreement MCMCO(PDF)
PW On-Call Budget Action Form (PDF)

CAO RECOMMENDATION
Requested Action Recommended
RESULT: ADOPTED [3 TO 0]
MOVER: Janet Bibby, District III Supervisor
SECONDER: Merlin Jones, District II Supervisor
AYES: Merlin Jones, Janet Bibby, Kevin Cann
EXCUSED: Lee Stetson
RECUSED: John Carrier
# BUDGET ACTION FORM

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**TRANSFER BETWEEN FUNDS**

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**TOTALS** 1,000 1,000

**ACTION REQUESTED:** (Check all that apply)

( ) Budget appropriation by Board of Supervisors (4/5ths Vote Required): Amending the total amount available in the county budget, or in any one fund of the budget, or appropriating Reserve for Contingencies

(X ) Transfer by Board of Supervisors (3/5ths Vote Required): Moving existing appropriations from one budget to another, or between categories within a budget unit.

**JUSTIFICATION:** To allow for the compensation of standby pay for the Fleet Superintendent.

**DEPT HEAD SIGNATURE** [Signature]

**DATE:** 05/22/14

**APPROVED BY RES NO.** 14-26 CLERK [Signature]

**DATE:** 6-10-14

**700 Fleet Services**

**AUDITOR'S USE ONLY**

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Budget Action Form Revised 11/95
Side Letter of Agreement
Between Mariposa County and
Mariposa County Managerial and Confidential Organization (MCMCO)

Whereas, during negotiations for a successor Memorandum of Understanding for the period of November 1, 2013 to October 31, 2014, Mariposa County and the Mariposa County Managerial and Confidential Organization (MCMCO), through its respective representatives, agreed to reopen section 6.3.1 “On-Call Compensation,” and

Whereas, the purpose of the reopener was to discuss the nature, scope, and applicability of the on-call compensation language in section 6.3.1, particularly with respect to classifications in the bargaining unit that may be directly impacted by on-call duties and responsibilities, and

Whereas, the parties have reached agreement that two classifications covered under the MCMCO have been identified as being appropriate classifications to receive on-call compensation;

Now, Therefore, the parties agree to the following:

1) Effective May 1, 2014, the Fleet Superintendent classification and the Senior Information System Specialist classification are the two classifications in the MCMCO bargaining unit identified as being subject to the provisions of section 6.3.1.

2) While there may be other classifications in the MCMCO bargaining unit that may be subject to being required to being on-call for purposes of availability, there are no other classifications in the MCMCO bargaining unit to which on-call compensation under section 6.3.1 is applicable.

For the County

[Signature]
Kevin Cann, Chair
Board of Supervisors
Date: 6/16/14

[Signature]
Tessa F. Pritchard
Human Resources Director/County Negotiator
Date: 6/18/14

For the Union

[Signature]
Barbara Carrier, President
MCMCO
Date: 5/20/14

[Signature]
Debbie Macias
AFSCME Business Agent
Date: 5/16/14

Approved as to Form:

[Signature]
Steven W. Dahlem, County Counsel