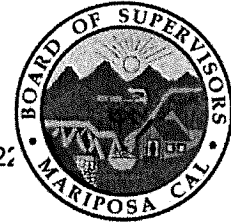




MARIPOSA COUNTY

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



RESOLUTION - ACTION REQUESTED 2015-111

MEETING: March 10, 2015

TO: The Board of Supervisors

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

RE: Approve MCMCO MOU Effective November 1, 2014

RECOMMENDATION AND JUSTIFICATION:

Approve a three-year Memorandum of Understanding (MOU) with the Mariposa County Managerial and Confidential Organization (MCMCO) effective November 1, 2014; authorize the Board of Supervisors Chair to Sign the MOU; and authorize the Auditor to increase appropriations to each affected budget unit in order to implement the provisions of the MOU. The term of the MOU is from November 1, 2014 through October 31, 2017. 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 in red.

Recent labor negotiations resulted in a Tentative Agreement between the County and MCMCO which include:

- A cost-of-living adjustment of 19% over the three-year period with an agreement that employees will pay their entire retirement contribution of 8% at the end of the three-year period (excludes employees subject to the Public Employees' Pension Reform Act as they presently pay for their retirement contribution) (sections 6.1.1 and 6.4.4);
- An agreement that the County will meet and confer with MCMCO concerning the recommendations contained in the Compensation Study (section 6.1.2);
- Extending the probationary period for employees who are out on an extended illness or injury leave (section 7.4);
- Allowing employees to float their additional holiday before or after any County legal holiday (section 9.2.2);
- A 60-day time limit for an arbitrator to be selected relative to disciplinary appeals.

There were also clean-up items incorporated into the MOU, such as identifying the classifications that are subject to on-call pay which was agreed to by a Side Letter of Agreement last year (section 6.3.1), and other areas that are minor in nature.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board of Supervisors 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 this could result in a

charge of unfair labor practices.

FINANCIAL IMPACT:

Funding will be appropriated into each affected budget unit.

ATTACHMENTS:

MCMCO MOU 2014-2017 draft (PDF)

CAO RECOMMENDATION

Requested Action Recommended

Mary Hodson

Mary Hodson, County Administrator ~~2/14/15~~ 2/15/15

RESULT: ADOPTED [4 TO 0]

MOVER: Rosemarie Smallcombe, District I Supervisor

SECONDER: Marshall Long, District III Supervisor

AYES: Rosemarie Smallcombe, Merlin Jones, Marshall Long, Kevin Cann

RECUSED: John Carrier