



MARIPOSA COUNTY

Administration • 209-966-3222



RESOLUTION - ACTION REQUESTED 2015-535

MEETING: November 17, 2015

TO: The Board of Supervisors

FROM: Mary Hodson, CAO

RE: Verification of Intent in Public Works Reorganization

RECOMMENDATION AND JUSTIFICATION:

Clarify the Intent of the Board of Supervisors Regarding Public Works Reorganization Plan that was Approved on October 6, 2015. This was a fairly complex reorganization, which now needs several clarifications to ensure the intended salaries are applied correctly to the affected positions and that the Board approves of these actions. The clarifications are:

1. The Mariposa County Managerial and Confidential Organization (MCMCO) and Service Employees International Union (SEIU) classifications mentioned in the staff report should receive the scheduled November, 2015 salary adjustments.
2. The County Engineer position should receive the scheduled salary adjustments contained in the current Memorandum of Understanding (MOU) noting that the incumbent's salary will not exceed the top step of the new classification.
3. The term "maximum" with regards to salaries has the meaning of "current top step" and these positions should receive the scheduled salary adjustments contained in the Board approved MCMCO MOU.

Below is the justification for these clarifications:

There was incorrect language that was included in the Board item:

"All MCMCO and SEIU classifications mentioned in this Staff Report will not be eligible for regularly scheduled salary increases in November, 2015 as described in the MCMCO and SEIU MOU's, but will be eligible for these scheduled increases in 2016."

During the Board presentation of this item, the Public Works Director indicated that this language was incorrect and the classifications mentioned in the Staff Report should receive the scheduled salary increase in November, 2015 in order to maintain the internal salary structure. In reviewing the minutes from this meeting the Board had no objection to this correction, but the motion that was adopted did not include the correction. The Clerk of Board reviewed the recorded minutes and has advised

that this needs to be clarified.

Language relating to the County Engineer position stated that this position would be y-rated. After contractual salary increases are paid, the incumbent will be placed at the appropriate step inside the County Engineer salary range. As a result, the County Engineer will not be y-rated as the incumbent's salary will not be greater than the maximum of the top step of the new County Engineer salary range.

The Board item uses the word "maximum" when describing the top step of the salary range for a particular job classification. It was not the intent to have these positions "maxed out" at a certain salary amount, and these positions should receive any regularly scheduled salary increases contained in the appropriate MOU that governs the affected position.

The Auditor and Human Resources/Risk Management Departments need verification on these salaries in order to process the appropriate personnel actions.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board adopted Resolution #15-478 on October 6, 2015, approving Public Works Reorganization.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

CAO RECOMMENDATION

Requested Action Recommended


Mary Hodson, CAO 11/11/2015

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]

MOVER: Marshall Long, District III Supervisor

SECONDER: Rosemarie Smallcombe, District I Supervisor

AYES: Smallcombe, Jones, Long, Cann, Carrier