RECOMMENDED ACTION AND JUSTIFICATION: (Policy Item: Yes ___ No x) Resolution ratifying an amendment to the Deputy Sheriff's Association M.O.U. implementing compensation survey pursuant to the M.O.U.; increasing the contribution towards Section 125 Plan from $99.57 per month to $101.12 per month for Deputies and Detectives only; and directing Auditor to transfer funds from set aside, road audit and general workers' comp contribution budgets in the general fund for implementation.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
The existing Deputy Sheriff's Association M.O.U. requires implementation of a total compensation survey pursuant to the attached "Appendix A" to that M.O.U.

Following a meet and confer process, the Association has agreed concerning the effects of the "Appendix A" language, and staff has recommended adoption as a matter of contract of that M.O.U. amendment, pursuant to the attached.

The cost of this adjustment is $116,195 for FY 1992-93. The future annual cost will be $144,776. Funds must be transferred from the remaining balance of the set aside for M.O.U. adjustments ($13,660); from the remaining balance of the road audit ($71,289); leaving a balance of $31,246 to come from general worker's comp contribution. Included in these transfers is $9,384, which was due to boating safety in the budget process. This amount represents the remainder of boat tax collected by the County and due to the boating program and is necessary in order to cover the deputies' salary increase in the boating program.

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
1. The compensation survey is required under the M.O.U.; however, the Board may wish to continue negotiations. This alternative is not recommended.

<table>
<thead>
<tr>
<th>COSTS:</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Budgeted current FY</td>
<td>$13,660</td>
<td></td>
</tr>
<tr>
<td>B. Total anticipated costs</td>
<td>$116,195</td>
<td></td>
</tr>
<tr>
<td>C. Required additional funding</td>
<td>$102,535</td>
<td></td>
</tr>
<tr>
<td>D. Internal transfers</td>
<td>$102,535</td>
<td></td>
</tr>
</tbody>
</table>

SOURCE: ( ) 4/5ths Vote Required
A. Unanticipated revenues
B. Reserve for contingencies
C. Source description:
Balance in Reserve for Contingencies, if approved: $0

SPECIAL INSTRUCTIONS:
List the attachments and number the pages consecutively:
Amendment to DSA M.O.U.

CLERK'S USE ONLY:

ADMINISTRATIVE OFFICER'S RECOMMENDATION:
This item on agenda as:

--- Recommended
--- Not Recommended
--- For Policy Determination
--- Submitted with Comment
--- Returned for Further Action

Comment: 
A.O. Initials:

Date:
ATTEST: MARGIE WILLIAMS, Clerk of the Board
County of Mariposa, State of California
By: Deputy
DEPUTY SHERIFF'S ASSOCIATION
AMENDMENT TO MEMORANDUM OF UNDERSTANDING
EFFECTIVE OCTOBER 1, 1992

Section A.2 of the Appendix to the Deputy Sheriff's Association Memorandum of Understanding provided for a mechanism to determine compensation beginning October 1, 1992. Following meet and confer and negotiations concerning the methodology, the County and the Deputy Sheriff's Association agree as follows:

1. The following ranges will apply effective October 1, 1992:
   
<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sheriff's Deputy</td>
<td>172-188.5</td>
</tr>
<tr>
<td>Detectives</td>
<td>172-188.5</td>
</tr>
<tr>
<td>Jail Officer/Dispatcher</td>
<td>159-175.5</td>
</tr>
</tbody>
</table>

2. The total dollar increase on a monthly basis for the Deputies and Detectives only is the sum of $325.61 per month to be distributed in the following manner, effective October 1, 1992:

   a. $258 per month towards salaries;

   b. Amend Section 6.4.2 of the M.O.U. to increase the contribution towards the Section 125 Plan from $99.57 per month to $101.12 per month;

   c. Payment of the employees' 2% share of PERS retirement;

   d. Balance to be applied to the 7% additional County contribution to PERS retirement on the $258 salary increase.

This Paragraph 2. applies only to Deputies and Detectives.

3. This concludes the County's and the Deputy Sheriff's Association meet and confer obligation pursuant to the existing M.O.U. and its appendices, until October 1, 1993.

COUNTY OF MARIPOSA
Jeffrey G. Green
County Counsel/Personnel Officer

DEPUTY SHERIFF'S ASSOCIATION
L. J. Martire, Jr.