

DEPARTMENT: Administration/Personnel BY: Catherine Harmon PHONE: 966-5694

RECOMMENDED ACTION AND JUSTIFICATION: (Policy Item: Yes: ___ No: X)

Adopt this resolution approving the attached Settlement Agreement dated December 31, 1991 between the Mariposa County Board of Supervisors and The Mariposa County Managerial and Confidential Organization.

BACKGROUND AND HISTORY OF BOARD ACTIONS: The Board of Supervisors has, following negotiations through the meet and confer process, approved settlement agreements with the bargaining unit.

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Do not approve this agreement and continue negotiations with the bargaining unit through the meet and confer process.

COSTS: () Not Applicable

- A. Budgeted current FY \$ 36670
- B. Total anticipated costs \$ 36670
- C. Required Add'l funding \$ _____
- D. Source: _____

SPECIAL INSTRUCTIONS:

List the attachments and number the pages consecutively:

SOURCE: () 4/5ths Vote Required

- A. Internal transfers \$ _____
- B. Unanticipated revenues \$ _____
- C. Reserve for contingency \$ _____
- D. Description: _____

Balance in Reserve for Contingencies, if approved: \$ _____

CLERK'S USE ONLY:

Res. No.: 92-35

Ord. No.: _____

Vote - Ayes: 4 Noes: _____

Absent: 1 Abstained: _____

1 Approved () Denied

() Minute Order Attached

ADMINISTRATIVE OFFICER'S

RECOMMENDATION:

This item on agenda as:

- Recommended
- Not Recommended
- For Policy Determination
- Submitted with Comment
- Returned for Further correct copy of

The foregoing instrument is a the original on _____ Action file in this office.

Date: _____

ATTEST: MARGIE WILLIAMS
Clerk of the Board of Supervisors
County of Mariposa, State of CA

By: _____
Deputy

Comment: _____

A.O. Initials: [Signature]

MARIPOSA COUNTY MANAGERIAL AND CONFIDENTIAL ORGANIZATION

SETTLEMENT AGREEMENT

12/31/91

This settlement agreement is entered into by and between the Mariposa County Board of Supervisors (County) and the Mariposa County Managerial and Confidential Organization.

1. All classifications covered by the M.O.U. shall receive a 4.5% salary increase effective January 1, 1992.
2. All classifications covered by the M.O.U. shall receive a 4.5% salary increase effective July 1, 1992.
3. Effective January 1, 1992, all classifications covered by this M.O.U., the County's monthly contribution level to health shall be \$270.64; for dental \$23.08; for vision \$7.50; for life insurance \$3.60.

Effective upon ratification of this agreement, options to members not using the total amount of \$270.64 toward health benefits shall be allowed as follows:

Option #1: Used for health benefits only.

Option #2: Vision first, dental second, health third (not to exceed the aggregate amount of \$301.22).

4. The County has made available a Section 125 Plan to employees. Effective upon ratification of this agreement, in addition to optional participation for child care, those employees enrolled in Section 125, may utilize an additional \$136.00 per month for the balance of health and welfare benefits.

5. Effective July 1, 1992, all classifications covered by this M.O.U. will be given an additional \$25.00 towards their Section 125 Plan OR if found to be in compliance with IRS regulations, the County will contribute the total amount of \$161.00 into the County's deferred compensation plan on behalf of those employees not using the amount of \$161.00 per month through Section 125 for health and welfare benefits. If this contribution is found not to be in compliance with IRS ruling, no such contribution shall be made to either deferred compensation or employees salaries. If found to be in compliance with IRS rulings but it is still determined by the County that such deferred compensation contribution will not be made, the County then will pay the amount of \$161.00 per month to all employees covered by this M.O.U. who elect to receive the amount of \$161.00 as salary rather than depositing the \$161.00 per month into the Section 125 Plan.

FOR THE COUNTY

Arthur Ham

1/8/92
Date

FOR THE BARGAINING UNIT

Jon M. Christenson

January 8, 1992
Date