

DEPARTMENT: Administration BY: John W. McCamman PHONE: 966-3222
RECOMMENDED ACTION AND JUSTIFICATION: (Policy Item: Yes___ No___)
Resolution Approving a Comprehensive Three Year Agreement with the Mariposa County Sheriff's Management Association Providing for a 2% Salary Adjustment and Certain Benefit Adjustments Effective September 1, 1991

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board of Supervisors have authorized negotiations with the Mariposa County Sheriff's Management Association and have concluded those negotiations. As a result of that process, a comprehensive agreement has been reached covering three years beginning September 1, 1991. In that agreement, Association members will receive a 2% salary increase and County funded contribution to a flexible benefit plan (Section 125 Plan). Contributions to the flex plan may be used by the employees to fund some costs of employee benefits as described in the plan document.

Beginning in September 1992, a salary survey will be conducted and distributed per that process as described. September 1993, a survey will be conducted and the amount defined as a result of that survey shall be a cap for any increases in total compensation (salary or benefits).

In addition to these provisions, the comprehensive agreement establishes all grievable events as those which are covered in the M.O.U. All such negotiable items are defined and described in the M.O.U.

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

- 1. No alternatives are available.

COSTS: () Not Applicable

- A. Budgeted current FY \$21,520
- B. Total anticipated costs \$21,520
- C. Required Add'l funding 0
- D. Source:

SPECIAL INSTRUCTIONS:

List the attachments and number the pages consecutively:
Comprehensive 3-Year M.O.U.

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.: 91-599
Ord. No.:
Vote - Ayes: 5 Noes:
Absent: Abstained:
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 Action

The foregoing instrument is a correct copy of the original on 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: