

DEPARTMENT: ADMINISTRATION/PERSONNEL BY: Catherine Harmon *CH* PHONE: 966-5694

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

Adopt this resolution approving the attached Settlement Agreement dated December 2, 1991 between the Mariposa County Board of Supervisors and the Mariposa County Employees' Association.

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

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 \$ 152,540
B. Total anticipated costs \$ 152,540
C. Required Add'l funding \$ 0
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.: 91-600
Ord. No.: _____
Vote - Ayes: 4 Noes: Faber
Absent: _____ Abstained: _____
KWS 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: *CH*

SETTLEMENT AGREEMENT

This SETTLEMENT AGREEMENT is entered into by and between the Mariposa County Board of Supervisors ("County") and the Mariposa County Employees' Association, a chapter of the Service Employees International Union Local 752 ("Union").

Pursuant to Article 20, Duration, of the current Memorandum of Understanding between the County and the Union, the parties have met and conferred on Article 6, Compensation, Section 6.1, Salaries, and Section 6.4.1, Insurance, and have agreed to the following:

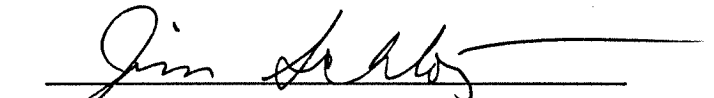
1. All classifications covered by the MOU shall receive a six (6%) percent salary increase, effective November 1, 1991.
2. All classifications covered by the MOU shall receive a three and one-half (3.5%) salary percent increase, effective July 1, 1992.
3. Effective upon ratification of this Agreement, Section 6.4.1 shall be modified to allow employees the choice of having the entire amount of dental and vision premiums covered first by the County, and the remaining amount applied to health insurance premiums, provided that the aggregate amount does not exceed \$285.83, as specified in the MOU.
4. Effective July 1, 1992, the aggregate cap on the County's contributions toward health, dental and vision insurances shall not exceed \$310.83.
5. The parties agree that this Settlement Agreement concludes the meet and confer process on Section 6.1, Compensation, and Section 6.4.1, Insurance, for the remaining term of the MOU; provided, however, that the parties may still choose to reopen one article each, beginning in May of 1992, as provided for in Article 20, Duration.

FOR THE COUNTY

FOR THE UNION



12/2/91
Date



2 Dec 1991
Date