RESOLUTION - ACTION REQUESTED 2020-744

MEETING: December 22, 2020

TO: The Board of Supervisors

FROM: Carl Crown, Interim Human Resources Director

RE: SMA Side Letter of Agreement-2020 Christmas Eve Holiday

RECOMMENDATION AND JUSTIFICATION:
Approve a Side Letter of Agreement with the Sheriffs' Management Association (SMA) to provide an additional eight-hour holiday that represents the 2020 Christmas Eve holiday; and Authorize the Board of Supervisors Chair to Sign the Side Letter of Agreement.

The President signed an Executive Order to close all public offices on Thursday, December 24, 2020 (Christmas Eve) and Mariposa County followed suit and declared Christmas Eve 2020 as a County holiday for all County employees. The duty schedule for employees in the SMA unit, specifically employees in the classification of Custodial Sergeant, Jail Lieutenant, and Sheriff’s Sergeant-Patrol, had already been prepared at the time Christmas Eve was declared a County holiday. The employees in these classifications should also receive the benefit of an additional holiday.

It is recommended that the employees in the above-mentioned classifications receive eight hours of holiday credit that represents the 2020 Christmas Eve holiday. The additional eight hours of holiday time will be required to be taken during the 2021 calendar year only. The Side Letter of Agreement will be attached to the current SMA Memorandum of Understanding and incorporated therein.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
The Board of Supervisors has previously approved similar Side Letters of Agreement in the past.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
A negative action would result in certain employees in the SMA bargaining unit not receiving the additional holiday benefit.

FINANCIAL IMPACT:
N/A.

ATTACHMENTS:
SMA Side Letter of Agreement re add'l holiday 2020  (PDF)
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RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]
MOVER: Marshall Long, District III Supervisor
SECONDER: Merlin Jones, District II Supervisor
AYES: Smallcombe, Jones, Long, Cann, Menetrey