

DEPARTMENT: Auditor BY: Ken Hawkins April 27, 1999 PHONE: 966-7606

RECOMMENDED ACTION AND JUSTIFICATION: (Policy Item: Yes___ No___)

Please see letter attached. I recommend all flex time be eliminated in the Auditor's Office because it is unfair, costly, and inefficient.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

Per MOU agreement, any changes in working hours is ultimately up to the Board of Supervisors with no right of grievance by the employees or union. In this case, the department head is only asking to return to regular working hours.

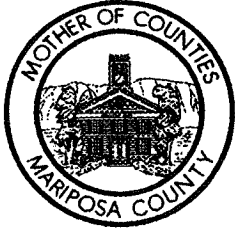
LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

COSTS: () Not Applicable A. Budgeted current FY B. Total anticipated costs C. Required additional funding D. Internal transfers SOURCE: () 4/5ths Vote Required A. Unanticipated revenues B. Reserve for contingencies C. Source description: Balance in Reserve for Contingencies, if approved: \$ SPECIAL INSTRUCTIONS: List the attachments and number the pages consecutively:

CLERK'S USE ONLY: Res. No.: 99-129 Ord. No. Vote - Ayes: Absent: () Approved () Denied Minute Order Attached () No Action Necessary

The foregoing instrument is a correct copy of the original on file in this office. Date: ATTEST: MARGIE WILLIAMS, Clerk of the Board County of Mariposa, State of California By: Deputy

ADMINISTRATIVE OFFICER'S RECOMMENDATION: This item on agenda as: [X] Recommended [] Not Recommended [] For Policy Determination [] Submitted with Comment [] Returned for Further Action Comment: A.O. Initials: [Signature]



COUNTY OF MARIPOSA

P.O. Box 784, Mariposa, CA 95338 (209) 966-3222

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MARIPOSA COUNTY BOARD OF SUPERVISORS

MINUTE ORDER

TO: KEN HAWKINS, Auditor
FROM: MARGIE WILLIAMS, Clerk of the Board *MW*
SUBJECT: Request for Removal of FlexTime Positions in Auditor's Office; Res. 99-129

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA,

ADOPTED THIS Order on April 27, 1999

ACTION AND VOTE:

4:21 p.m. Ken Hawkins, Auditor;

Resolution Eliminating the Flex Schedule from the Auditor's Office

BOARD ACTION: Discussion was held with Ken Hawkins relative to his request to eliminate the flex schedule in his department. Input was provided by the following:

Barbara Powell/Auditor-Accounting Technician III, provided input relative to the workload at her desk and advised that she would be willing to forego the flex schedule during the tax season if that would help.

Lisa Edelheit, SEIU Field Representative, stated they were not aware until recently that the Auditor had a concern relative to the flex schedule, and she commented on a meeting held with the Auditor relative to this matter. She stated she feels taking away flex produces a hardship for the employees. She feels that the flex schedules help to create good morale, and she urged the Board to give a period of time to work this matter out and to not eliminate the flex schedule.

Don Phillips, Treasurer/Tax Collector/County Clerk, stated he does not have flex schedules in his department. He further stated that a few times a month when he tries to reach employees in other departments, they are sometimes out of the office due to their flex schedule.

Marian Casner/Auditor-Account Clerk III, referred to her letter to the Board, commented on the promotion she passed up to maintain her flex schedule, and she stated she feels that the flex schedule is a nice benefit for employees.

Discussion was held concerning the request. (M)Parker, (S)Balmain, Res. 99-129 approving the Auditor's request. Further discussion was held relative to allowing the employees' time to make adjustments and changes in their schedules, and relative to encouraging departments to work out these issues within their own offices. Ayes: Unanimous.

cc: Nancy Kyle, Personnel
Janet Hogan, County Administrative Officer
Jeffrey G. Green, County Counsel
File