

96-206

DEPARTMENT: Administration

BY: Mike Coffield

PHONE: 209/966-3222

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

Adopt this resolution approving and authorizing execution of the attached Settlement Agreement between Mariposa County and the Mariposa County Managerial/Confidential Organization and the American Federation of State, County and Municipal Employees (AFSCME), Local 2703. This settlement agreement concludes the meet and confer process, implements agreement tentatively approved by the Board in closed session, and establishes a new Memorandum of Understanding for the term January 1, 1996 through October 31, 1997.

BACKGROUND AND HISTORY OF BOARD ACTIONS: The existing MOU with MCMCO expired December 31, 1995, and negotiations have been underway commencing November 7, 1995. The negotiated settlement provides for a 2% wage increase effective January 1, 1996 and a 2.5% wage increase to be effective July 1, 1996. In addition, the County agreed to increase amounts available for dental and vision premiums approximating \$13.00 per employee and further agreed to fund 100% of increased dental and vision premiums during the term of this MOU in an amount not to exceed \$15.00 per employee. The Union concurred with the County's proposals regarding overtime calculations and elimination of longevity pay for employees hired subsequent to July 1, 1996. The agreement also makes certain other changes to the MOU as negotiated. The 1995-96 cost of this settlement is \$11,417. Section 31515.5 of the Government Code requires an explanation of the effect salary or benefit changes will have on the funding status of the retirement system. Since our cost estimates always include the impact on the retirement contribution, and the increased contribution begins concurrently with the salary or benefit increase, we believe these increases will have no impact on the funding status of the PERS retirement system.

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION: Do not approve this settlement agreement and continue the meet and confer negotiations with this bargaining unit.

**COSTS:** ( ) Not Applicable

A. Budgeted current FY \$11,417.\_\_\_\_

B. Total anticipated costs \$11,417.\_\_\_\_

C. Required additional funding \$ \_\_\_\_\_

D. Internal transfers \$ \_\_\_\_\_

Appropriations to departments will be made in a separate letter.

**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.: 96-206 Ord. No. \_\_\_\_\_

Vote - Ayes: 3 Noes: \_\_\_\_\_

Absent: \_\_\_\_\_ Abstained: \_\_\_\_\_

( ) Approved ( ) Denied

( ) Minute Order Attached ( ) No Action Necessary

**ADMINISTRATIVE OFFICER'S RECOMMENDATION:**  
This item on agenda as:

Recommended

Not Recommended

For Policy Determination

Submitted with Comment

Returned for Further Action

Comment: \_\_\_\_\_

A.O. Initials: MC

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