

DEPARTMENT: Administration BY: Mike Coffield PHONE: 966-322
County Administrative Officer

RECOMMENDED ACTION AND JUSTIFICATION: (Policy Item: Yes ___ No x)
Resolution ratifying an amendment to the Mariposa County Sheriff's Management Association M.O.U. in accordance with Article 20, Duration, implementing the meet and confer settlement agreement: increasing the contribution towards Section 125 Plan by \$18 to a new total of \$112.43 per month effective September 1, 1994; amending vacation earning rate for Sergeant and Lieutenant classifications effective September 1, 1994; agreeing to no reduction in staffing levels approved by the Board during 1994/95 budget deliberations; clarifying grievance process language; and directing Auditor to transfer funds for implementation.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The existing Sheriff's Management Association M.O.U. provides for meet and confer in accordance with Article 20 - Duration. Following the meet and confer process, the Association has agreed and staff has recommended adoption of the M.O.U. amendment, pursuant to the attached.

The cost of this adjustment is \$1,980 for FY 1994-5. The future annual cost will be \$2,400. Funds must be transferred from the set aside in the Contingency Reserve for M.O.U. adjustments;

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

- 1. The meet and confer is required under the M.O.U. and the parties have agreed to the attached; however, the Board may wish to continue negotiations. This alternative is not recommended.

COSTS: () Not Applicable
A. Budgeted current FY \$ 1,980
B. Total anticipated costs \$ 1,980
C. Required additional funding \$
D. Internal transfers \$
SOURCE: () 4/5ths Vote Required
A. Unanticipated revenues \$
B. Reserve for contingencies \$ 1,980
C. Source description:
Balance in Reserve for Contingencies,
if approved: \$

SPECIAL INSTRUCTIONS:
List the attachments and number the pages consecutively:
Settlement Agreement _____

CLERK'S USE ONLY:
Res. No.: 44-519 Ord. No. _____
Vote - Ayes: _____ Noes: _____
Absent: _____ Abstained: _____
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:
 Recommended
 Not Recommended
 For Policy Determination
 Submitted with Comment
 Returned for Further Action
Comment: _____
A.O. Initials: MC

SETTLEMENT AGREEMENT

This agreement is entered into by and between the Mariposa County Board of Supervisors ("County") and the Mariposa County Sheriff's Management Association ("Association").

1. Pursuant to Article 20 - Duration, of the current Memorandum of Understanding (MOU) between the COUNTY and the ASSOCIATION, the parties have met and conferred and agreed as follows:

a. Section 6.4.2 - Section 125 Plan is amended to reflect that all classifications covered by the MOU shall receive an \$18 increase in the County contribution to their Section 125 Plan, for a new total of \$112.43, to be awarded retroactively to be effective September 1, 1994.

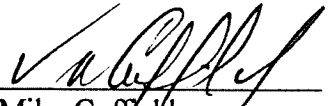
b. Section 8.3.1 - Annual Leave is amended to reflect the 2223 hours per year schedule worked by some employees versus the 2080 hours per year schedule worked by others. Effective September 1, 1994, employees in the classifications of Sergeant and Lieutenant shall earn vacation at the following rates :

- 0 - 3 years of service - 86 hours annually
- 3 - 10 years of service - 128 hours annually
- 10 + years of service - 171 hours annually.


2. The County agrees not to implement any reduction in staffing levels approved by the Board during 1994-95 Budget Deliberations prior to June 30, 1995. The County reserves the right to adjust staffing levels to be implemented in fiscal year 1995-96 or beyond.

3. Section 13.3.4 is amended with the addition of a last sentence as follows:
"Grievant shall submit the same 6 items of information required by Section 14.4.1."

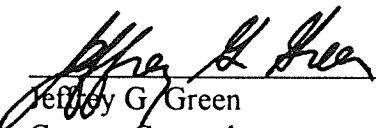
FOR THE COUNTY


Mike Coffield
County Administrative Officer

FOR THE ASSOCIATION


Mark Jones, Sergeant
County Sheriff's Department

APPROVED AS TO FORM


Jeffrey G. Green
County Counsel