

DEPARTMENT: Administration BY: Mike Coffield PHONE: 966-3222
County Administrative Officer

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

Resolution ratifying an amendment to the Mariposa County Managerial Confidential Organization M.O.U. in accordance with Article 20, Duration, implementing the meet and confer settlement agreement: increasing the contribution towards Section 125 Plan to a new total of \$204.57 effective July 1, 1994 and to \$218.36 effective July 1, 1995; clarifying options of application of Section 125 contribution percentages to health care plans; agreeing to an effort to develop a more cost effective disability program; and agreement to meet and consult regarding Family Medical Leave Act, Mileage Reimbursement and County Meal Reimbursement; and directing Auditor to transfer funds for implementation.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The existing Mariposa County Managerial Confidential 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 \$15,686 for FY 1994-95. The 1995-96 annual cost will be \$4,964. 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	\$ 15,686
B.	Total anticipated costs	\$ 15,686
C.	Required additional funding	\$
D.	Internal transfers	\$
SOURCE:		() 4/5ths Vote Required
A.	Unanticipated revenues	\$
B.	Reserve for contingencies	\$ 15,686
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.:	94-552
Vote - Ayes:	3
Absent:	0
Approved:	3
Minute Order Attached:	() Denied
() No Action Necessary	() 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

SETTLEMENT AGREEMENT

This agreement is entered into by and between the Mariposa County Board of Supervisors ("County") and the Mariposa County Managerial Confidential Organization, a chapter of AFSCME Local 2703 ("Union").

1. Pursuant to Article 20, Duration, of the current Memorandum of Understanding (MOU), between the COUNTY and the UNION, the parties have met and conferred and have agreed to extend the MOU for an 18 month period through December 31, 1995, with all other provisions of the Duration section in full force and effect.

2. To reflect the UNION'S desire to achieve a COUNTY contribution to Health coverage at the level of Valuecare "Employee plus one dependent" (\$328 per month), the following changes will be made to the Section 125 Contribution:

Effective July 1, 1994, the Section 125 Contribution will be increased to \$204.57 and effective July 1, 1995, the Section 125 Contribution will be increased to \$218.36.

Further, employees covered by this agreement may apply the Section 125 Contribution to Health, Dental, Vision coverage or to Deferred Compensation in any percentages they chose.

3. The UNION and the COUNTY agree to continue to meet with representatives of insurance carriers to develop a more cost effective short and long term disability program than that offered by State Disability Insurance.

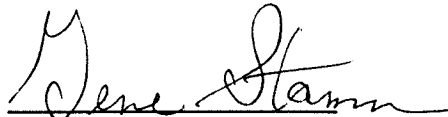
4. The UNION and the COUNTY agree to meet collectively with other bargaining groups to meet and consult regarding implementation of the Family Medical Leave Act, and Mileage Reimbursement and County Meal Reimbursement.

FOR THE COUNTY



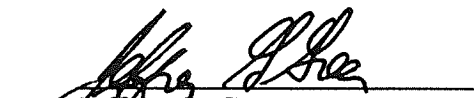
Mike Coffield
County Administrative Officer

FOR THE UNION



Gene Stamm
Business Agent

APPROVED AS TO FORM


Jeffrey G. Green
County Counsel