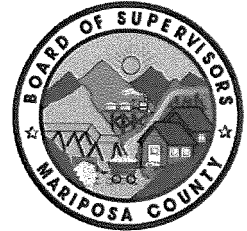


MARIPOSA COUNTY

Administration/Human Resources • 966-3222



RESOLUTION - ACTION REQUESTED 2021-435

MEETING: July 27, 2021
TO: The Board of Supervisors
FROM: Dallin Kimble, County Administrative Officer
RE: SMA Side Letter of Agreement-2021 Juneteenth 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 2021 Juneteenth holiday; and Authorize the Board of Supervisors Chair to sign the Side Letter of Agreement.

On June 17, 2021, the President signed the Juneteenth National Independence Day Act legislation into law, making June 19 a federal holiday. Public offices were closed on Friday, June 18, 2021, to observe the holiday for the first time. Mariposa County followed suit pursuant to bargaining unit memoranda of understanding.

The duty schedule for employees in the SMA unit, specifically employees in the classifications of Custodial Sergeant, Jail Lieutenant, and Sheriff's Sergeant-Patrol, had already been prepared at the time Juneteenth was declared a 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 2021 Juneteenth holiday. The additional eight hours of holiday time will be required to be taken during the 2021 calendar year. 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, most recently the December 24, 2020, Christmas Eve federal holiday.

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 Juneteenth add'l holiday 2021 (PDF)

RESULT: **ADOPTED BY CONSENT VOTE [UNANIMOUS]**

MOVER: Wayne Forsythe, District IV Supervisor

SECONDER: Miles Menetrey, District V Supervisor

AYES: Smallcombe, Sweeney, Long, Forsythe, Menetrey

**SIDE LETTER OF AGREEMENT BETWEEN THE COUNTY OF MARIPOSA
AND THE SHERIFFS' MANAGEMENT ASSOCIATION**

This Side Letter of Agreement is made a part of and incorporated into the Memorandum of Understanding dated January 1, 2019 through December 31, 2021 by and between the County of Mariposa and the Sheriffs' Management Association.

WHEREAS, on June 17, 2021 the President signed the Juneteenth National Independence Day Act legislation into law making June 19 a federal holiday, and public offices were closed on Friday, June 18, 2021 to observe the holiday for the first time. Mariposa County followed suit pursuant to bargaining unit memoranda of understanding and County offices were also closed on June 18, 2021, and

WHEREAS, section 9.1 of the Memorandum of Understanding (MOU) with the Sheriffs' Management Association (SMA) provides thirteen (13) paid holidays per year to the classifications of Custodial Sergeant, Jail Lieutenant, and Sheriff's Sergeant-Patrol and these thirteen (13) holidays are worked into the duty schedule and these holidays must be taken by the end of the calendar year, and

WHEREAS, the duty schedule that included the date of Friday, June 18, 2021 was prepared far in advance of the holiday declaration and thus, the additional holiday was not reflected in the schedule, and

WHEREAS, the parties recognize that employees in the aforementioned classifications were either scheduled to have a regular day off on June 18, 2021 or may have been required to work on this day and consideration shall be given to those employees so that they too receive the benefit of the additional holiday;

NOW, THEREFORE, the parties agree as follows:

1. For those employees in the classifications of Custodial Sergeant, Jail Lieutenant, and Sheriff's Sergeant-Patrol who had a regular day off on June 18, 2021, they shall receive eight (8) hours of holiday credit that shall be taken during the 2021 calendar year.
2. For those employees in the aforementioned classifications who were required to work on June 18, 2021, they shall receive eight (8) hours of holiday credit that shall be taken during the 2021 calendar year.
3. Pursuant to section 9.1 of the MOU, any holiday time not used during the 2021 calendar year will not be carried over into the next calendar year and will be considered forfeited by the employee. There is no cash value to the additional holiday leave identified above.
4. This agreement is not applicable to the classifications of Sheriff's Undersheriff, Sheriff's Captain, and Assistant Chief Probation Officer as these classifications are subject to the holiday schedule outlined in section 9.2 of the SMA MOU.

FOR THE COUNTY:

55BE9170ADB
Marshall Long
ZorroSign

Marshall Long, Chair
Mariposa County Board of Supervisors

Date: 07/27/2021

FOR THE UNION

55BE9170AF9
Craig Charman
ZorroSign

Mike Charman, President
Sheriffs' Management Association

Date: 07/27/2021

APPROVED AS TO FORM:

55BE9170AD1
Steven W. Dahlem
ZorroSign

Steven W. Dahlem, County Counsel

Countersigned:

55BE9170AEF
Rene LaRoche
ZorroSign

Rene LaRoche, Clerk of the Board