

DEPARTMENT: Personnel

BY: Richard J. Benson

PHONE: 966-3222

**RECOMMENDED ACTION AND JUSTIFICATION:**

Recommend the implementation of the salary survey results for certain classifications represented by the Mariposa County Managerial and Confidential Organization (MCMCO) as well as certain unrepresented Confidential classifications to be retroactive to November 1, 2006. See attached staff report.

**BACKGROUND AND HISTORY OF BOARD ACTIONS:**

The Board ratified the Memorandum of Understanding (MOU) with MCMCO effective November 1, 2005 and one of the provisions of the MOU included conducting a salary survey with an agreement to implement the results of the survey after input from the Union.

**ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

If the salary survey results are not implemented, the affected employees will continue to be penalized by not receiving the increased salaries to which they are entitled and to which was agreed upon by the County and the Union.

Financial Impact? ( ) Yes ( ) No	Current FY Cost: \$	Annual Recurring Cost: \$
Budgeted In Current FY? ( ) Yes ( ) No ( ) Partially Funded		
Amount in Budget: \$		List Attachments, number pages consecutively
Additional Funding Needed: \$		Staff report.
Source:		
Internal Transfer		
Unanticipated Revenue	_____ 4/5's vote	
Transfer Between Funds	_____ 4/5's vote	
Contingency	_____ 4/5's vote	
( ) General ( ) Other		

**CLERK'S USE ONLY:**

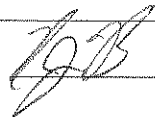
Res. No.: 07-121 Ord. No. \_\_\_\_\_  
 Vote - Ayes: 5 Noes: \_\_\_\_\_  
 Absent: \_\_\_\_\_  
 Approved  
 Minute Order Attached ( ) No Action Necessary

**COUNTY ADMINISTRATIVE OFFICER:**

Requested Action Recommended  
 No Opinion  
 Comments:  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

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

CAO: 



# COUNTY OF MARIPOSA

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

JANET BIBBY, CHAIR  
LYLE TURPIN, VICE CHAIR  
BRAD ABORN  
DIANNE A. FRITZ  
BOB PICKARD

DISTRICT III  
DISTRICT II  
DISTRICT I  
DISTRICT IV  
DISTRICT V



## MARIPOSA COUNTY BOARD OF SUPERVISORS

### MINUTE ORDER

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TO: RICHARD J. BENSON, CAO

FROM: MARGIE WILLIAMS, Clerk of the Board *MW*

SUBJECT: C) Recommend the Implementation of the Salary Survey Results for Certain Classifications Represented by the Mariposa County Managerial and Confidential Organization (MCMCO) as Well as Certain Unrepresented Confidential Positions to be Retroactive to November 1, 2006.

#### RESOLUTION 7-121

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA

ADOPTED THIS Order on April 3, 2007

#### ACTION AND VOTE:

C) Recommend the Implementation of the Salary Survey Results for Certain Classifications Represented by the Mariposa County Managerial and Confidential Organization (MCMCO) as Well as Certain Unrepresented Confidential Positions to be Retroactive to November 1, 2006.

**BOARD ACTION:** Discussion was held with Rick Benson relative to the process and the recommendation.

Input from the public was provided by the following:

Kristy Waskiewicz, representing MCMCO, commented on the process and meetings held concerning this matter. She feels that they are down to issues that can be resolved and issues that can be resolved with further discussion. She advised that they have not raised new issues recently, and the issues that they are concerned with have been brought up repeatedly throughout the process; and she feels that based on her discussion with Rick Bolanos, County labor negotiator, on Monday, that their respective positions are close. She agrees that the recommended actions need to go forward today; but she advised that the Victim-Witness Coordinator and Staff Services Manager positions need to be adjusted; and the compaction issue with the deputy district attorney positions needs to be taken care of, and she noted that this issue was included in the negotiated agreement. She believes that resolution is within reach on the remaining issues relative to methodology on the other classifications that are disputed, and she believes that further discussion will be of benefit to the County and the employees.

Rick Benson responded and advised that he has not reviewed nor does he have a recommendation from outside counsel on the issues that were raised. He suggested that there could be a short window, perhaps two weeks, to review these issues with Attorney Bolanos and to come back with an additional report. Kristy Waskiewicz advised that it would be acceptable to allow the time for further review, as long as the changes for the two classifications that she mentioned are retroactive to November 1, 2006.

Bob Brown, District Attorney, provided background information on the compaction problem with the deputy district attorney positions; and he advised that it was his request that this be addressed with the negotiation process.

(M)Turpin, (S)Aborn, Res. 07-121 was adopted approving the recommended action; and including direction to further review the Victim-Witness Coordinator and Staff Services Manager positions, and the compaction issue with the deputy district attorney positions as discussed/Ayes: Unanimous.

Cc: Cathi Boze, Ag Commissioner  
Chris Ebie, Auditor  
Bob Brown, DA  
Jim Wilson, Fire Chief  
Cheryle Rutherford-Kelly, Human Services Director  
Mary Hodson, Deputy CAO  
Sandi Laird, Personnel  
File

# MARIPOSA COUNTY


Richard J. Benson  
County Administrative Officer



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April 3, 2007

TO: Board of Supervisors 

FROM: Richard J. Benson, County Administrative Officer

SUBJECT: Implementation of Salary Survey for Certain Classifications  
Mariposa County Managerial and Confidential Organization (MCMCO) and  
Confidential Classifications

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It is recommended that your Board implement the salary survey results for certain classifications represented by the Mariposa County Managerial and Confidential Organization (MCMCO) as well as certain unrepresented Confidential classifications to be retroactive to November 1, 2006.

During negotiations with MCMCO, the County and Union agreed to conduct a salary survey using the same counties and methodology that were used for department head salaries. A minimum of 2.25% cost-of-living adjustment (COLA) was guaranteed with a maximum of 4%, depending on the results of the survey. County staff conducted this survey and provided the results to the Union. In accordance with the provisions in the Memorandum of Understanding (MOU), the County was to consider input from the Union relative to the results of the survey, which was to be provided to the County by September 30, 2006. The Union requested and was granted an extension to the end of November 2006 to provide a written list of concerns regarding the survey for the County's review.

After several weeks passed, counsel made a number of unsuccessful attempts to contact the Union. Although lacking MCMCO input, the decision was made to proceed with recommending to your Board the county's proposed pay adjustments. Several employees are affected and it is our belief that they should not be subject to any further delays.

Recently, we did receive a response from the union, however it was lacking some of the necessary documentation. Furthermore, there were several points made which would require a good deal of discussion further delaying the process.

Board of Supervisors  
 Re: Implementation of Salary Survey for Certain Classifications  
 April 3, 2007

Therefore, it is recommended that, pursuant to the survey results, pay increases be implemented for those classifications found to warrant an increase in pay exceeding the 2.25% COLA and that said pay increases be effective retroactively to November 1, 2006. It is further recommended that the pay increase for Confidential classifications warranting an increase of more than 2.25% should also be implemented in accordance with the survey conducted by the then Budget/Personnel Manager Mike Coffield. (Confidential positions are tied to MCMCO for salaries and benefits but are not represented by any Union.)

The salary for each of the below classifications received a 2.25% COLA effective November 1, 2006. The salary for each of these classifications should now receive the difference between the 2.25% and the 4% COLA retroactive to November 1, 2006. The cost for the additional increases together with benefits for the retroactivity through the end of this fiscal year is \$6,500 (excluding the unfilled positions).

MCMCO

Classification	% Increase Per Survey	Additional % Increase Retroactive to November 1, 2006
Administrative Assistant-DA	4%	1.75%
Assistant Auditor	4%	1.75%
Deputy Ag Commissioner*	4%	1.75%
Deputy Director – Community Action Agency and Housing Authority*	4%	1.75%
Deputy Fire Chief	4%	1.75%
Program Manager	4%	1.75%

\*This classification is unfilled.

Confidential

Classification	% Increase Per Survey	Additional % Increase Retroactive to November 1, 2006
Accountant II	4%	1.75%
Deputy County Administrative Officer	4%	1.75%
Payroll Specialist	4%	1.75%