



MARIPOSA COUNTY

Human Resources · (209) 742-1379



RESOLUTION - ACTION REQUESTED 2018-530

MEETING: November 13, 2018
TO: The Board of Supervisors
FROM: Kimberly Williams, Human Resources Director
RE: Declare December 24, 2018 a Holiday

RECOMMENDATION AND JUSTIFICATION:

Declare Monday, December 24, 2018 a County holiday.

When Christmas falls on a Tuesday, Mariposa County has customarily closed its offices on the preceding Monday. It is recommended that the Board close County offices on Christmas Eve in expectation of low demand for services and higher than normal requests for leave. By taking action at this time, County employees will be given the opportunity to plan for the day off.

There are indirect costs associated with this action as it will be adding one additional holiday. This is not traditionally a busy workday, therefore it is expected that closing County offices will entail minimal inconvenience to the public. Essential services will still continue on this day as required.

For employees whose classifications are represented by the Service Employees International Union Local 521 (SEIU) and the Mariposa County Managerial and Confidential Organization (MCMCO) and who have a scheduled flex day off on Monday, December 24th, it is recommended that the affected employee take a day off either the week before December 24th or take another day off the week of December 24th in lieu of the proposed holiday.

For employees whose classifications are represented by the Deputy Sheriffs' Association (DSA) and the Sheriffs' Management Association (SMA) and who either receive 13 paid holidays or are subject to the 104 hour holiday bank, it is recommended that 8 hours of holiday time are added to their 2019 holiday bank because schedules for these groups are already in place. If the holiday time is not taken during the 2019 calendar year, it will not be carried over into the next calendar year and will be considered forfeited by the employee. For employees in these units who have a scheduled flex day off on Monday, December 24th, it is recommended that the affected employee take a day off either the week before December 24th or take another day off the week of December 24th in lieu of the proposed holiday.

SEIU, MCMCO, DSA, and SMA representatives have been notified and are in agreement with this recommended action.

Resolution - Action Requested 2018-530

BACKGROUND AND HISTORY OF BOARD ACTIONS:

Mariposa County has closed in past years when Christmas Eve falls on a Monday.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

County offices will remain open on Monday, December 24, 2018.

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]

MOVER: Marshall Long, District III Supervisor

SECONDER: Merlin Jones, District II Supervisor

AYES: Smallcombe, Jones, Long, Cann, Menetrey