

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
COUNTY OF MADERA
AND THE
MID-MANAGEMENT ASSOCIATION OF MADERA COUNTY (MMAMC)
(Mid-Management Unit)**

The parties hereby agree to the following language amendment which will be incorporated into Article 6.5 (E) of the Memorandum of Understanding dated July 1, 2021 – June 30, 2024:

1. **Article 6.5(E):** Mid-Management Unit employees required to wear safety footwear will be eligible for reimbursement of up to one-hundred dollars (\$100) per calendar year with the submission of a receipt.
2. All provisions of the Memorandum of Understanding not amended by this agreement shall remain in effect.

Agreed this 15 day of March, 2023.

COUNTY OF MADERA:

Susan Carter

Susan Carter, Chief Negotiator

Roman Noriega

[Roman Noriega \(Mar 15, 2023 15:21 PDT\)](#)

Roman Noriega, Co-Negotiator

MID-MANAGEMENT ASSOCIATION OF
MADERA COUNTY:

Chris Aguirre

Chris Aguirre, President

JOSEPH ARNOLD

Joe Arnold, Business Representative



BOARD OF SUPERVISORS COUNTY OF MADERA

MADERA COUNTY GOVERNMENT CENTER
200 WEST 4TH STREET / MADERA, CALIFORNIA 93637
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Members of the Board
Jordan Wamhoff, District 1
David Rogers, District 2
Robert L. Poythress, District 3
Leticia Gonzalez, District 4
Robert Macaulay, District 5

AGENDA ITEM SUBMITTAL

April 11, 2023
Chairman David Rogers

DEPARTMENT Department of Human Resources		DEPARTMENT CONTACT Susan Carter 559-675-7705		AGENDA ITEM 6.f DISCUSSION ITEMS:									
SUBJECT: Safety Footwear Sideletter - Service & Mid-Management Bargaining Unit			REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 9414	DATE REC'D								
STRATEGIC FOCUS AREA(S): Employees													
<u>For Clerk of the Board's Office Use Only</u>													
BOARD'S ACTION:													
<table border="0"> <tr> <td>RESULT:</td> <td>ADOPTED [UNANIMOUS]</td> </tr> <tr> <td>MOVER:</td> <td>Jordan Wamhoff, Supervisor - District No. 1</td> </tr> <tr> <td>SECONDER:</td> <td>Robert Macaulay, Supervisor - District No. 5</td> </tr> <tr> <td>AYES:</td> <td>Jordan Wamhoff, Robert L. Poythress, Leticia Gonzalez, Robert Macaulay</td> </tr> </table>						RESULT:	ADOPTED [UNANIMOUS]	MOVER:	Jordan Wamhoff, Supervisor - District No. 1	SECONDER:	Robert Macaulay, Supervisor - District No. 5	AYES:	Jordan Wamhoff, Robert L. Poythress, Leticia Gonzalez, Robert Macaulay
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Is this item Budgeted? Yes Will this item require additional personnel? No Previous Relevant Board Actions: PowerPoint/Supporting Documents: Other/Misc.				DOCUMENT NO(S).									

RECOMMENDED ACTIONS:

Discussion and consideration to adopt the Sideletters of Agreement with the Mid-Management and Service Bargaining Units regarding safety footwear reimbursement.

DISCUSSION / FISCAL IMPACT / STRATEGIC FOCUS:

During successor contract negotiations with the Mid-Management and Service Bargaining Units, safety footwear language in each of the memorandums of understanding (MOUs) was amended with the intent to provide a safety footwear reimbursement of up to \$100 in a calendar year to all classifications that are required to wear the safety footwear.

Despite the County's and the bargaining units' best intentions, the new reimbursement language that was agreed upon only included those classifications that required safety footwear within the Department of Public Works. After ratification of the successor MOUs, the language discrepancy was discovered as there were additional classifications in departments other than Public Works that require safety footwear which were unable to receive reimbursement.

This item is brought before the Board of Supervisors to clarify the intent of the MOU



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language in the Mid-Management and Service bargaining units regarding the reimbursement for safety footwear. The language in both of the attached sideletters of agreement provide reimbursement for safety footwear to all classifications in the Mid-Management and Service bargaining units who are required by management to wear them.

Upon ratification by the Board of Supervisors, the language in the attached sideletters of agreement will be included in each unit's MOU.

Fiscal Impact:

The fiscal impacts associated with the recommended actions have been addressed by County Administration.

ATTACHMENTS

1. Safety Footwear Sideletter - Mid-Management
2. Safety Footwear Sideletter - Service Unit