



# Board Agenda Item 30

DATE: March 7, 2017  
TO: Board of Supervisors  
SUBMITTED BY: Paul Nerland, Director of Human Resources  
SUBJECT: Memorandum of Understanding for Representation Unit 38

RECOMMENDED ACTION(S):

- 1. Approve the Memorandum of Understanding for Representation Unit 38 - Sheriff's Captains, represented by the Fresno County Sheriff's Captain Association, effective March 13, 2017, through December 15, 2019.**
- 2. Approve the related Salary Resolution Amendments as reflected on Appendix C.**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 38's successor Memorandum of Understanding (MOU), effective March 13, 2017, through December 15, 2019. The estimated cost for FY 2016-17 (\$1,323) includes \$860 in Net County Cost (NCC), which will be absorbed in the Sheriff's Office FY 2016-17 adopted budget.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the existing terms and conditions would remain in effect and contract negotiations would continue.

FISCAL IMPACT:

The estimated year-over-year cost increase for the negotiated terms and conditions for FY 2016-17 is approximately \$1,323; \$860 in Net County Cost (NCC). The total estimated year-over-year costs for FYs 2017-18, 2018-19, and 2019-20 are approximately \$59,856 (\$38,906 in NCC), \$64,219 (\$41,742 in NCC), and \$64,685 (\$42,045 in NCC), respectively.

DISCUSSION:

Your Board's representatives have met and conferred with Unit 38 representatives regarding a successor MOU (the latest MOU expired on December 18, 2016). A tentative agreement was signed on February 14, 2017, and was subsequently ratified by the Association, which currently represents five employees in Unit 38.

The significant components of the successor MOU, effective March 13, 2017, unless otherwise noted, include the following:

- MOU Term:
  - March 13, 2017, through December 15, 2019

➤ Salary Adjustments:

- 5% increase effective July 3, 2017
- 5% increase effective July 2, 2018
- 5% increase effective July 1, 2019

➤ Health Insurance: (\*Up to indicates that the contribution will not exceed the cost of the employee's health plan selection)

- Effective March 13, 2017
  - Increase County contribution for employee only up to \$278 per pay period (+ up to \$35 pp)
- Effective December 18, 2017
  - Increase County contribution for employee only up to \$288 per pay period (+ up to \$10 pp)
  - Increase County contribution for dependent coverage up to \$120 per pay period (+ up to \$30 pp)
- Effective December 17, 2018
  - Increase County contribution for employee only up to \$298 per pay period (+ up to \$10 pp)
  - Increase County contribution for dependent coverage up to \$150 per pay period (+ up to \$30 pp)

➤ Uniform Allowance:

- Effective January 1, 2018
  - Increase from \$500 to \$700 annually (\$26.92 pp)
- Effective December 31, 2018
  - Increase from \$700 to \$1,000 annually (\$38.46 pp)

➤ MOU Reopener:

- Compaction effective no sooner than July 1, 2018

➤ Miscellaneous:

- Update or deletion of MOU language and/or obsolete addenda

REFERENCE MATERIALS:

BAI #41, May 19, 2015 - Unit 38 MOU

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU  
Appendix C

CAO ANALYST:

Sonia De La Rosa