



Board Agenda Item 53

DATE: June 21, 2022

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 38

RECOMMENDED ACTION(S):

- 1. Approve the successor Memorandum of Understanding for Representation Unit 38, represented by the Fresno County Sheriff's Captain Association, effective June 27, 2022; and**
- 2. Approve the related Salary Resolution Amendment, as reflected on Appendix "E".**

There is a \$423,336 total increase in Net County Cost (NCC) associated with the recommend actions, which would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding a successor Memorandum of Understanding (MOU) for Representation Unit 38, effective June 27, 2022, through June 22, 2025. Impacted department appropriations will be monitored and, if necessary, adjustments will be brought to your Board.

ALTERNATIVE ACTION(S):

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

FISCAL IMPACT:

The total year-over-year cost of the recommended actions is approximately \$550,186; \$423,336 of which is NCC, primarily over fiscal years 2022-23 and 2023-24. Sufficient appropriations will be included in the impacted department's FY 2022-23 and 2023-24 budget requests.

DISCUSSION:

Your Board's representatives have met with representatives from the Fresno County Sheriff's Captain Association and have reached a tentative agreement regarding a successor Memorandum of Understanding for Representation Unit 38 (latest MOU expired December 12, 2021).

The significant components of the agreement are as follows:

- MOU Term:
 - June 27, 2022, through June 22, 2025
- Include Assistant Sheriff Classification in Bargaining Unit 38:

- As approved by the Civil Service Commission
- Convert Assistant Sheriff Classification from Senior Management Compensation Plan (Band C) to a 5-step salary range, with the current salary being Step 5, effective June 27, 2022
- Salary Adjustments:
 - 5% (2% COLA + 3% Equity) effective June 27, 2022 for Sheriff's Captains only
 - 3% (2% COLA + 1% Equity) effective June 26, 2023 for all classes
 - 3% (2% COLA + 1% Equity) effective June 24, 2024 for all classes
- Salary Steps for Sheriff's Captains effective July 11, 2022:
 - Increase from 3.125% to 5%
 - Adjust from 8 steps to 5 steps (8th step becomes new 5th step)
- Addition of Sixth Salary Step for All Classes effective July 25, 2022
 - Step 6 will be 5% above Step 5
- 10-Year 5% Retention Pay for All Classes, effective October 16, 2023
- Increase Health Insurance County Contributions:

***"up to" indicates that the contribution will not exceed the cost of the employee's health plan selection*

 - Plan Year 2022 (effective June 27, 2022):
 - Employee Only - increase up to \$343
 - Employee plus Spouse, Employee plus Child(ren) and Employee plus Family - increase up to \$578
 - Plan Year 2023 (effective December 12, 2022):
 - Employee Only - increase up to \$368
 - Employee plus Spouse, Employee plus Child(ren) and Employee plus Family - increase up to \$628
 - Plan Year 2024 (effective December 11, 2023):
 - Employee Only - increase up to \$393
 - Employee plus Spouse, Employee plus Child(ren) and Employee plus Family - increase up to \$678
 - Plan Year 2025:
 - Effective no later than September 1, 2024, the County and Unit 38 agree to meet and confer on health insurance contributions for health plan year 2025.
- One-time Covid-19 Pandemic Payment:
 - \$1,500 payment for employees occupying permanently allocated positions who work 80% or more of a full-time position (32 hours or more)
 - \$750 payment for employees occupying permanently allocated positions who work less than 80% of a full-time position (less than 32 hours)
 - As determined by FCERA, these one-time payments will be pensionable for Retirement Tiers I-IV and non-pensionable for Retirement Tier V
 - This provision will not be placed in the MOU
- Management P.O.S.T. Incentive:
 - Increase from 5% to 7% effective July 11, 2022
 - Increase from 7% to 8% effective July 10, 2023

- Increase from 8% to 9% effective July 8, 2024
- Increase from 9% to 10% effective March 31, 2025

➤ Miscellaneous:

- Addition, update, or deletion of MOU language and/or addenda

REFERENCE MATERIAL:

BAI #25, February 9, 2021
BAI #36, July 7, 2020
BAI #44, December 10, 2019
BAI #29, March 7, 2017

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Representation Unit 38
Salary Resolution Amendment - Appendix "E"

CAO ANALYST:

Yussel Zalapa