



Board Agenda Item 5

DATE: December 17, 2024

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Amendment to Master Schedule of Fees Human Resources

RECOMMENDED ACTION(S):

- 1. Conduct the first hearing to amend the Fresno County Master Schedule of Fees, Charges, and Recovered Costs Ordinance by amending Section 1600 - Human Resources; waive reading of the Ordinance in its entirety and set the second hearing for January 7, 2025;**
- 2. Designate County Counsel to prepare a fair and adequate summary of the proposed Ordinance; and**
- 3. Direct the Clerk of the Board to post and publish the required summary in accordance with Government Code Section 25124(b)(1).**

There is no increase in Net County Cost associated with the recommended actions. Approval of the recommended actions will amend Section 1600, Subsection 1601, of the Master Schedule of Fees, Charges and Recovered Costs (MSF). The existing rates are being amended to reflect FY 2024-25 Department of Human Resources' costs of providing services to third party funded County departments and external agencies. This item is countywide.

ALTERNATIVE ACTION(S):

Your Board may direct staff to use current rates or propose alternative fees, which may not recover 100% of costs.

FISCAL IMPACT:

There is no additional Net County Cost associated with the recommended actions. It is anticipated that the proposed rates will allow the Department of Human Resources to recover the cost of services performed for County departments with third party funding and external agencies.

DISCUSSION:

The recommended actions will allow the Department of Human Resources to update its labor rates in the Master Schedule of Fees effective February 17, 2025, to reflect current costs of providing services to County departments with third party funding (i.e. Social Services, Child Support, etc.) and external agencies. General Fund departments that operate with Net County Cost are not charged for these services.

The recommended rates, as included in Attachment A, consist of applicable direct and indirect salaries and benefits, services and supplies, and include departmental and countywide overhead. The hourly rates of each job classification are calculated based upon the current position(s) and pay step(s) occupied within that classification. Exhibit A provides detail of changes proposed to the existing rates for comparative

purposes. The average hourly rate increase to existing MSF positions is 32.63%. This increase is primarily due to approved salary adjustments and related retirement contribution increases, as well as increases to health insurance contributions.

The recommended rates, including their calculation, and the methodology applied for cost recovery, have been reviewed and approved by the Auditor Controller/Treasurer Tax Collector. If approved, the recommended rates will be effective February 17, 2025.

ATTACHMENTS INCLUDED AND/OR ON FILE:

MSF FY 2024-25 Ordinance
MSF FY 2024-25 Attachment A
MSF FY 2024-25 Exhibit A
On file with Clerk - Summary of Ordinance

CAO ANALYST:

Paige Benavides