



Board Agenda Item 30

DATE: August 18, 2020

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Addendum to Memorandum of Understanding for Representation Unit 1

RECOMMENDED ACTION(S):

- 1. Approve the Addendum to Memorandum of Understanding that extends the term of the Memorandum of Understanding for Representation Unit 1, Law Enforcement Personnel, represented by the Fresno Deputy Sheriff's Association, through October 31, 2021.**
- 2. Approve the Addendum to Memorandum of Understanding for Representation Unit 1 regarding County Health Premium Contributions for plan year 2021, effective December 14, 2020.**

Approval of Recommended Action No. 1 would extend the current Memorandum of Understanding (MOU), set to expire on November 1, 2020, for Representation Unit 1, through October 31, 2021. Approval of Recommended Action No. 2 would provide an increase in the County's health contribution for Representation Unit 1, Law Enforcement Personnel (Unit 1). The total estimated cost for Recommended Action No. 2 is approximately \$280,320, which includes \$224,256 in Net County Cost. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed. There are no other changes in terms and conditions of the original MOU approved by the Board on March 7, 2017 and amended on December 10, 2019 and June 23, 2020. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, negotiations with Unit 1 would commence as originally scheduled and the County's health contributions would remain unchanged.

FISCAL IMPACT:

There is no increase in Net County Cost (NCC) associated with Recommended Action No. 1.

There is an increase in NCC of \$224,256 associated with Recommended Action No. 2. The total estimated cost associated with Recommended Action No. 2 is approximately \$280,320; \$224,256 in NCC, which includes related retirement costs. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed.

DISCUSSION:

Your Board's representative has met with the Fresno Deputy Sheriff's Association's representative and have reached an agreement regarding Representation Unit 1, Law Enforcement Personnel, MOU (latest MOU expires November 1, 2020).

The significant components of the agreement are as follows:

Recommended Action No. 1: Extend the term of the current MOU to October 31, 2021, at which time negotiations may begin.

Recommended Action No. 2: Increase County's health contributions by \$10 for Employee Only and \$30 for those that have dependent coverage, as follows:

Effective December 14, 2020:

- Employee Only: \$318
- Employee plus Child(ren): \$528
- Employee plus Spouse: \$528
- Employee plus Family: \$528

REFERENCE MATERIAL:

BAI #39, June 23, 2020

BAI #44, December 10, 2019

BAI #28, March 7, 2017

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to MOU for Representation Unit 1

CAO ANALYST:

Yussel Zalapa