



# Board Agenda Item 42

DATE: February 25, 2020

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 11

RECOMMENDED ACTION(S):

- 1. Approve the successor Memorandum of Understanding for Representation Unit 11 - Deputy Probation Officers, represented by the Fresno County Deputy Probation Officers Association, effective February 24, 2020, through February 20, 2022; and,**
- 2. Approve the related Salary Resolution Amendment as reflected on Appendix "B".**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 11's successor Memorandum of Understanding (MOU), effective February 24, 2020, through February 20, 2022. The estimated cost for FY 2019-20 (\$1,648,780) includes \$807,393 in Net County Cost (NCC), which is included in the impacted departments' FY 2019-20 Adopted Budget and will be included in subsequent budget requests. This item impacts the Probation Department.

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 total estimated cost of the negotiated terms and conditions for FY 2019-20 is approximately \$450,337; \$220,526 in NCC, which includes related retirement costs. The estimated year-over-year cost increase for FYs' 2020-21, 2021-22, and 2022-23 is approximately \$865,440 (\$423,798 in NCC), \$176,676 (\$86,517 in NCC), and \$156,327 (\$76,552 in NCC), respectively. Sufficient appropriations are included in the Probation Department's FY 2019-20 Adopted Budget and will be included in subsequent budget requests.

DISCUSSION:

Your Board's representatives met and conferred with Unit 11 representatives regarding a successor MOU (latest MOU expired October 20, 2019). A tentative agreement was signed on January 17, 2020, and was subsequently ratified by the Fresno County Deputy Probation Officers Association, which currently represents 185 employees.

- MOU Term:
  - February 24, 2020, through February 20, 2022
- Salary Adjustments:

- 2% Increase effective February 24, 2020
- Reopener no sooner than one year following Board approval
  
- Salary Steps: (effective June 29, 2020)
  - Increase percentage from 3.125% intervals to 5% intervals
  - Adjust from 9 steps to 5 steps (9th step becomes new 5th step)
  
- Bilingual Skill Pay:
  - Increase from \$23.08 per pay period to \$50 per pay period, effective February 24, 2020
  
- Health Insurance: (\*Up to indicates that the contribution will not exceed the cost of employee's health plan selection)
  - Increase County Contributions for Employee Only up to \$343 (up to \$25 increase per pay period), effective February 24, 2020
  - Reopener no sooner than October 2020 for Plan Year 2021
  
- Standby Pay:
  - Increase from \$2.50 per hour to \$5.00 per hour, effective February 24, 2020
  
- Miscellaneous:
  - Addition, update, or deletion of MOU language and/or addenda

REFERENCE MATERIAL:

BAI #46, October 17, 2017, MOU for Unit 11

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Unit 11  
Appendix "B"

CAO ANALYST:

Debbie Paolinelli