



Board Agenda Item 43

DATE: July 18, 2023
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

- 1. Approve Amendment to the Salary Resolution consolidating the Child Support Specialist I/II/III into Child Support Specialist I/II, effective August 7, 2023, as reflected in Appendix "A" and**
- 2. Approve Amendment to the Salary Resolution adjusting the salary for Child Support Assistant, Child Support Specialist I/II/Senior, and Supervising Child Support Specialist classifications, effective August 21, 2023, as reflected in Appendix "A"; and**
- 3. Approve Addendums to the Memorandum of Understanding (MOU) for Representation Unit 2 - Sheriff's and Probation Personnel, represented by the Fresno County Public Safety Association and Representation Unit 36 - Supervisory Employees, represented by the Service Employees International Union, effective August 7, 2023.**

There is no Net County Cost (NCC) associated with the approval of these actions. Approval of the recommended actions would consolidate the Child Support Specialist I/II/III classifications into Child Support Specialist I/II classifications, and increase the salaries for the Child Support Assistant, Child Support Specialist I/II/Senior, and Supervising Child Support Specialist classifications. There is no net addition of positions. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the Child Support Assistant and Child Support Specialist classification series structure and associated salaries would remain unchanged and would not be competitive with the local market contributing to continued recruitment and retention issues.

FISCAL IMPACT:

The total estimated cost of the first recommended action for FY 2023-24 is approximately \$837,604 (\$0 NCC). The total estimated cost of the second recommended action for FY 2023-24 is approximately \$744,921 (\$0 NCC). Sufficient appropriations will be included in the affected department's FY 2023-24 Recommended Budget Request.

DISCUSSION:

The Department of Human Resources recently completed a class study of the Child Support Assistant and Child Support Specialist classification series in which the salary and series structure were evaluated.

The first recommended action consolidates the Child Support Specialist I/II/III series into two Child Support

Specialist I/II classifications. A comparative salary survey was conducted in which similar positions from other County agencies within the comparable area were evaluated. This survey showed that the Child Support Specialist series is no longer competitive with comparable Counties in both structure and salary. Additionally, an evaluation of recent attrition and recruitments showed that the Child Support Assistant and Child Support Specialist classification series has suffered from turnover and recruitment issues.

The second recommended action increases the salaries of Child Support Assistant, the newly consolidated Child Support Specialist I/II, Senior Child Support Specialist, and Supervising Child Support Specialist classifications by 5 percent (5%) in order to remain competitive in the local labor market.

On January 18, 2022, your Board approved a successor MOU for Representation Unit 36 (Supervisory Employees), represented by the Service Employees International Union. Approval of the third recommended action would effectuate an Addendum to the existing Unit 36 MOU that would incorporate the above recommended salary adjustments.

On July 12, 2022, your Board approved a successor MOU for Representation Unit 2 (Sheriff's and Probation Personnel), represented by the Service Employees International Union. Approval of the third recommended action would also effectuate an Addendum to the existing Unit 2 MOU that would incorporate the above recommended classification consolidation and salary adjustments.

REFERENCE MATERIAL:

BAI #37, January 18, 2022

BAI #43, July 12, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "A"
Addendum to Memorandum of Understanding for Unit 36
Addendum to Memorandum of Understanding for Unit 2

CAO ANALYST:

Greg Reinke