



Board Agenda Item 26

DATE: February 20, 2024

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addendum to Memorandum of Understanding for Representation Unit 30

RECOMMENDED ACTION(S):

- 1. Approve Addendum to the Memorandum of Understanding for Representation Unit 30 - Deputy District Attorneys - represented by the Fresno County Prosecutors Association, regarding the increase of salaries, effective March 4, 2024, the addition of a sixth salary step (6th step) to the salary ranges for the impacted classifications with a modification of Salary Resolution 411.2 - Advance from Step 1 to Step 2, and removal of the 5-year retention pay, effective July 8, 2024; and**
- 2. Approve the related Salary Resolution Amendment, as reflected on Appendix "B".**

The recommended actions will authorize an adjustment increasing the salary ranges of the Child Support Attorney and Deputy District Attorney classification series, by 5% (including an already negotiated 3%) effective March 4, 2024, add a 6th step for impacted classifications, remove an already existing 5-year retention pay, and modify Salary Resolution Section 411.2 - Advance from Step 1 to Step 2 by increasing the number of pay periods for eligibility from 13 to 26, effective July 8, 2024. The estimated additional cost for FY 2023-24 is \$129,947; of which \$70,063 is Net County Cost (NCC). The estimated additional costs for FY 2024-25 are \$1,003,369; \$538,564 of which is NCC. All costs include related retirement costs and impacted department appropriations will be monitored and adjustments will be brought to your Board if needed. There are no other changes to the terms and conditions of the current MOU approved by your Board.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, there would be no change to the terms and conditions of the current MOU.

FISCAL IMPACT:

The total estimated additional cost for FY 2023-24 is approximately \$129,947; \$70,063 of which is NCC and includes related retirement costs. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed. The estimated cost for FY 2024-25 is \$1,003,369; \$538,564 of which is NCC. Sufficient appropriations will be included in the County's FY 2024-25 budget request.

DISCUSSION:

On March 8, 2022, your Board approved a successor Memorandum of Understanding for Representation Unit 30. This MOU includes an article outlining five-year retention pay provisions for the Child Support and District Attorney classification series. Additionally, other attorneys within the County have received increases to salary. The recommended actions would:

- Increase the salary of the impacted series by 5% (inclusive of a 3% salary increase scheduled and previously agreed to on March 8, 2022); and,
- Add a 6th Step to the salary ranges and eliminate the five-year retention pay; and,
- Amend the Salary Resolution Section 411.2- Advance from Step 1 to Step 2, from 13 pay periods to 26 pay periods, to provide for consistent, appropriate application across all impacted positions.
 - A subsequent item will be brought to your Board at a future date to effectuate the changes to the Salary Resolution.

REFERENCE MATERIAL:

BAI #27, March 8, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to Memorandum of Understanding for Representation Unit 30
Appendix "B"

CAO ANALYST:

Salvador Espino