



Board Agenda Item 43

DATE: September 22, 2020

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understand for Representation Unit 2

RECOMMENDED ACTION(S):

Approve the Memorandum of Understanding for Representation Unit 2, Sheriff's and Probation Personnel, represented by the Fresno County Public Safety Association, effective October 19, 2020, through October 31, 2021.

There is a \$222,825 increase in Net County Cost (NCC) associated with the recommended action. Approval of the recommended action would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding the successor Memorandum of Understanding (MOU) for Representation Unit 2, effective October 19, 2020, through October 31, 2021. The total estimated cost for FY 2020-21 is approximately \$389,282, including \$222,825 in NCC. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, negotiations with Unit 2 would commence as originally scheduled.

FISCAL IMPACT:

There is an increase in NCC of \$222,825 associated with the recommended action. The total estimated cost of the negotiated terms and conditions for FY 2020-21 is approximately \$389,282; \$222,825 in NCC, which includes related retirement costs. The estimated year-over-year cost increase for FY 2021-22 is approximately \$328,334; \$187,938 in NCC. Impacted department's FY 2020-21 appropriations will be monitored and adjustments will be brought to your Board if needed.

DISCUSSION:

Your Board's representatives have met with Unit 2 representatives and have reached a tentative agreement regarding Unit 2's MOU (current MOU will expire October 18, 2020).

The significant components of the agreement are as follow:

- MOU Term:
 - October 19, 2020, through October 31, 2021

- Health Insurance: (*Up to* indicates that the contribution will not exceed the cost of the employee's health plan selection)

- Increase County Contributions for Employee Only up to \$368 (up to \$25 increase per pay period) effective December 14, 2020

➤ Miscellaneous:

- Addition, update, or deletion of MOU language and/or obsolete addenda

REFERENCE MATERIAL:

BAI #34, October 23, 2018

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Representation Unit 2

CAO ANALYST:

Yussel Zalapa