



Board Agenda Item 31

DATE: August 22, 2023

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addenda to Memoranda of Understanding for Representation Units 2, 4, 12, 19, 22, 36, and 39

RECOMMENDED ACTION(S):

- 1. Approve Addendum to the Memorandum of Understanding (MOU) for Representation Unit 2 - Sheriff's and Probation Personnel, represented by the Fresno County Public Safety Association, regarding stand-by pay eligibility, effective August 21, 2023; and**
- 2. Approve Addenda to the Memoranda of Understanding (MOU) for Representation Units 4, 12, 22, and 36, represented by Service Employees International Union, Local 521; Representation Unit 19 - Professional Employees, represented by the Professional Association of Employees; Representation Unit 39 - Operating Engineers, represented by Stationary Engineers, Local 39; regarding the rate of stand-by pay, effective August 21, 2023.**

There is a total increase of \$7,005 in Net County Cost (NCC) associated with the recommended actions, primarily over fiscal years 2023-2024 and 2024-2025. Approval of the recommended actions would enable Program Technicians authorized by the County Administrative Officer to be placed on stand-by, who are placed on stand-by, to be compensated at the rate of \$5.00 per hour and set the rate of stand-by pay for applicable classifications in Representation Units 4, 12, 19, 22, 36, and 39 to \$5.00 per hour. This item is County-wide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the existing terms and conditions of the current MOUs would remain in effect and the MOUs with Representation Units 2, 4, 12, 19, 22, 36, and 39 would remain unchanged.

FISCAL IMPACT:

The total estimated cost of the recommended actions for FY 2023-24 is approximately \$57,226; \$5,928 of which is NCC. Impacted department appropriations will be monitored and adjustments will be brought to your Board, if needed. The estimated cost for FY 2024-25 is \$10,405; \$1,078 of which is NCC. Sufficient appropriations will be included in the impacted department's FY 2024-25 budget requests.

DISCUSSION:

On July 12, 2022, your Board approved a successor MOU for Representation Unit 2, represented by the Fresno County Public Safety Association. Consistent with your Board's direction, Recommended Action #1

would effectuate an Addendum to the existing Unit 2 MOU that would add Program Technicians authorized by the County Administrative Officer to be placed on stand-by compensated at the rate of five and 00/100 dollars (\$5.00) per hour.

On January 18, 2022, your Board approved successor MOUs for Representation Units 4, 12, 22, and 36 represented by the Service Employees Union International, Local 521. On November 16, 2021 your Board approved a successor MOU for Unit 19. On December 14, 2021, your Board approved a successor MOU for Unit 39. Consistent with your Board's direction, Recommended Action #2 would effectuate an Addendum to the existing MOUs for Representation Units 4, 12, 22, 19, 36, and 39, that would increase the rate of compensation for employees placed on stand-by from two and 50/100 dollars (\$2.50) per hour to five and 00/100 dollars (\$5.00) per hour.

REFERENCE MATERIAL:

BAI #43, July 12, 2022
BAI #37, January 18, 2022
BAI #35, November 16, 2021
BAI #44, December 14, 2021

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to Memorandum of Understanding for Unit 2
Addendum to Memorandum of Understanding for Unit 4
Addendum to Memorandum of Understanding for Unit 12
Addendum to Memorandum of Understanding for Unit 19
Addendum to Memorandum of Understanding for Unit 22
Addendum to Memorandum of Understanding for Unit 36
Addendum to Memorandum of Understanding for Unit 39

CAO ANALYST:

Greg Reinke