



Board Agenda Item 37

DATE: July 8, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 37

RECOMMENDED ACTION(S):

- 1. Approve successor Memorandum of Understanding for Representation Unit 37 - represented by the Fresno Sheriff's Correctional Sergeants Association, effective July 7, 2025; 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 37's successor Memorandum of Understanding (MOU), effective July 7, 2025, through July 5, 2026. The estimated cost for FY 2025-26 is \$190,010; \$152,008 of which is Net County Cost (NCC). The estimated cost for FY 2026-27 is \$386,030; \$308,824 of which is NCC. Impacted department appropriations will be monitored, and adjustments will be brought to your Board if needed.

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 2025-26 is approximately \$190,010, including related retirement costs, \$152,008 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 2026-27 is \$386,030; \$308,824 of which is NCC. Sufficient appropriations will be included in the impacted department's FY 2026-27 budget request.

DISCUSSION:

Your Board's representatives met and conferred with Unit 37's representatives regarding a successor MOU (the current MOU expired on March 2, 2025). A tentative agreement was signed on June 20, 2025, and has been ratified by the Association.

- MOU Term:
 - July 7, 2025, through July 5, 2026.
- Salary Adjustments:
 - 1% increase for all classifications, effective July 7, 2025.
 - 2% increase for all classifications, effective June 22, 2026.

- Uniform Allowance:
 - Increase from \$38.46 to \$50.00 per pay period, effective July 7, 2025.
 - Increase from \$50.00 to \$61.54 per pay period, effective March 30, 2026.
- Compensatory Time Off:
 - Increase the maximum number of hours accrued from 60 to 100 hours, effective July 7, 2025.
- Health Insurance: (up to indicates that the contribution will not exceed the cost of the employee's health plan selection)
 - Plan year 2025:
 - Increase total county contribution for Employee Only up to \$438 (up to \$20 increase per pay period), effective July 7, 2025.
 - Increase total county contribution for Employee plus Child(ren) up to \$778 (up to \$50 increase per pay period) effective July 7, 2025.
 - Increase total county contribution for Employee plus Spouse up to \$778 (up to \$50 increase per pay period) effective July 7, 2025.
 - Increase total county contribution for Employee plus Family up to \$778 (up to \$50 increase per pay period) effective July 7, 2025.
 - Plan Year 2026:
 - Increase total county contribution for Employee Only up to \$458 (up to \$20 increase per pay period) effective December 8, 2025.
 - Increase total county contribution for Employee plus Child(ren) up to \$878 (up to \$100 increase per pay period) effective December 8, 2025.
 - Increase total county contribution for Employee plus Spouse up to \$878 (up to \$100 increase per pay period) effective December 8, 2025.
 - Increase total county contribution for Employee plus Family up to \$878 (up to \$100 increase per pay period) effective December 8, 2025.
- Deferred Compensation Plan Contribution Match for Employees in Retirement Tiers IV and V:
 - Effective as soon as practicable, increase the Deferred Compensation Plan contribution match from up to \$25 per pay period, to up to \$50 per pay period match for employees enrolled in Retirement Tiers IV or V. Employees not contributing to a County sponsored Deferred Compensation Plan will not be eligible to receive this match. The duration of the County's Deferred Compensation Plan contribution match will be at the Board's discretion and can be eliminated at any time.
- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or addenda.

REFERENCE MATERIAL:

BAI #26, March 8, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Memorandum of Understanding for Representation Unit 37
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Sevag Tateosian