Board Agenda Item 53

DATE: August 5, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 35

RECOMMENDED ACTION(S):

1. **Approve successor Memorandum of Understanding for Representation Unit 35 - Sheriff and Correctional Lieutenants, represented by the Fresno County Public Safety Association, effective August 4, 2025; and**
2. **Approve the related Salary Resolution Amendment as reflected on Appendix "D"**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 35's successor Memorandum of Understanding (MOU), effective August 4, 2025, through August 2, 2026. The estimated cost for FY 2025-26 is $104,753; $83,803 of which is Net County Cost (NCC). The estimated cost for FY 2026-27 is $260,840; $208,672 of which is NCC. The Sheriff's Department's 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 $104,753, including related retirement costs, $83,803 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 $260,840; $208,840 of which is NCC. Sufficient appropriations will be included in the Sheriff's Department FY 2026-27 budget request.

DISCUSSION:

Your Board's representatives met with Unit 35's representatives regarding a successor MOU (the current MOU expired on April 13, 2025). A tentative agreement was signed on July 18, 2025, and has been ratified by the Association.

- MOU Term:
  - August 4, 2025, through August 2, 2026.

- Salary Adjustments:
  - 1% increase for all classifications, effective August 4, 2025.

- 2% increase for all classifications, effective July 20, 2026.

- Uniform Allowance:
  - Increase from $38.46 to $50.00 per pay period, effective August 4, 2025.
  - Increase from $50.00 to $61.54 per pay period, effective March 30, 2026.

- Compensatory Time Off:
  - Increase from 80 to 100 hours, effective August 4, 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 August 4, 2025.
    - Increase total county contribution for Employee plus Child(ren) up to $778 (up to $50 increase per pay period) effective August 4, 2025.
    - Increase total county contribution for Employee plus Spouse up to $778 (up to $50 increase per pay period) effective August 4, 2025.
    - Increase total county contribution for Employee plus Family up to $778 (up to $50 increase per pay period) effective August 4, 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.

- Holiday Pay:
  - For employees participating in the Vacation / Sick leave program only:
    - When the holiday falls on an employee's regular work shift of ten (10) hours, the employee may use up to two (2) Vacation leave hours to supplement the holiday credit to reach their regular work hours.
    - Employees currently in the Annual Leave III program will be grandfathered in.

- 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 #34, April 19, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Memorandum of Understanding for Representation Unit 35
Salary Resolution Amendment - Appendix “D”

CAO ANALYST:

Sevag Tateosian