



Board Agenda Item 52

DATE: December 3, 2024

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addendum to the Memorandum of Understanding for Representation Unit 2

RECOMMENDED ACTION(S):

- 1. Approve the Addendum to the Memorandum of Understanding (MOU) for Representation Unit 2, Sheriff's and Probation Personnel, represented by the Fresno County Public Safety Association, to reflect the range adjustment for a classification impacted by minimum wage, effective December 23, 2024, as reflected in Appendix "B"; and**
- 2. Approve the related Salary Resolution amendment, as reflected on Appendix "B".**

Approval of the recommended action would adjust the hourly rate to be at \$16.50 per hour, the State minimum wage as of January 1, 2025, to remain competitive within the local labor market. The estimated cost for FY 2024-25 is \$9,085; there is no Net County Cost (NCC) for this item. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the salaries for the identified classifications would remain unchanged and would fall below the State minimum wage.

FISCAL IMPACT:

The total estimated cost of the recommended actions for FY 2024-25 is approximately \$9,085; there is no NCC for this item and the cost includes related retirement costs. Impacted department appropriations will be monitored and adjustments will be brought your Board if needed. The estimated cost for FY 2025-26 is \$16,872; there is no NCC. Sufficient appropriations will be included in the impacted department's FY 2025-26 budget request.

DISCUSSION:

From January 30, 2007, to December 13, 2022, your Board has approved numerous hourly rate increases in accordance with Labor Code 1182.12, which determines how the California minimum wage is to be calculated and what the increase is, if any, each year.

Approval of the recommend action would effectuate a pay increase to the Security Officer classification to maintain compliance with the California minimum wage and remain competitive in the local labor market:

Representation Unit 2 - Sheriff's & Probation Personnel

- Security Officer
 - Biweekly salary range for step one (1) increased to \$1,320, effective December 23, 2024

REFERENCE MATERIAL:

BAI #43, July 12, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to Memorandum of Understanding for Representation Unit 2
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Paige Benavides