



Board Agenda Item 41

DATE: July 8, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 11

RECOMMENDED ACTION(S):

- 1. Approve successor Memorandum of Understanding for Representation Unit 11 - Deputy Probation Officers, represented by the Fresno County Deputy Probation Officers Association, effective July 7, 2025; and**
- 2. Approve the related Salary Resolution Amendment, as reflected on Appendix "E"**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 11's successor Memorandum of Understanding (MOU), effective July 7, 2025, through July 5, 2026. The estimated cost for FY 2025-26 is \$325,255; \$167,859 of which is Net County Cost (NCC). The estimated cost for FY 2026-27 is \$776,710; \$400,246 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 \$325,255, including related retirement costs, \$167,859 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 \$776,710; \$400,246 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 with Unit 11's representatives regarding a successor MOU (the current MOU expired on April 13, 2025). A tentative agreement was signed on June 16, 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.

- Deferred Compensation Plan Contribution Match for Employees in Retirement Tiers IV and V:
 - Effective as soon as practicable, increase the Deferred Compensation 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 the 457(b) Deferred Compensation Plan will not be eligible to receive this match.
 - The duration of this 457(b) Deferred Compensation Plan contribution match will be at the Board of Supervisors' discretion and may be eliminated at any time.
- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or addenda.

REFERENCE MATERIAL:

BAI #36, April 19, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Memorandum of Understanding for Representation Unit 11
Salary Resolution Amendment - Appendix "E"

CAO ANALYST:

Sevag Tateosian