



# Board Agenda Item 37

DATE: October 7, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Salary Resolution and Personnel Rule Amendments - Unit 38 decertification

RECOMMENDED ACTION(S):

1. **Approve the Salary Resolution Amendment moving the Sheriff's Captain classification to the Senior Management group and the Assistant Sheriff classification to the Assistant Department Head group, as reflected on Appendix "C"; and**
2. **Approve Amendments to Salary Resolution sections 100, 400, 600, and 700, and Personnel Rules 7 and 12, effective October 13, 2025, as reflected on Appendix "C".**

On September 11, 2025, the Civil Service Commission (CSC) approved the decertification of the Fresno County Sheriff's Captain Association as the exclusive representative for Representation Unit 38 and dissolved Unit 38. Prior to the creation of and joining Unit 38, each classification was in the Senior Management Group (SMG) of the Senior Management Compensation Plan. The recommended actions place the now unrepresented classifications in the proper management units within the Salary Resolution, and provides the associated County paid Management Life and Disability Insurance.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the classifications would remain unrepresented rather than be appropriately classified as Senior Management and Assistant Department Head, respectively. This would be inconsistent with other similarly situated management classifications.

FISCAL IMPACT:

The total estimated cost for FY 2025-26 is approximately \$18,149, including related supplemental benefit costs, \$14,520 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 \$24,836; \$19,869 of which is NCC. Sufficient appropriations will be included in the impacted department's FY 2026-27 budget request.

DISCUSSION:

On July 18, 2006, after the CSC approved the establishment of the new Unit, the Board of Supervisors approved the inaugural Memorandum of Understanding (MOU) for Unit 38. Prior to the approval of Unit 38's inaugural MOU, the Sheriff's Captain and Assistant Sheriff classifications were within the Senior Management Compensation Plan and were covered by all associated Senior Management terms and conditions, including County paid Management Life and Disability Insurance. As a result of a petition filed by Fresno County Sheriff's Captain Association consistent with the Fresno County Employee Relations Ordinance, on September 11, 2025, the CSC approved the decertification of the Association and dissolved Representation Unit 38. Unit 38's MOU had previously expired on June 22, 2025.

Approval of the recommended actions will place the now unrepresented Sheriff's Captain and Assistant Sheriff classifications into the Senior Management and Assistant Department Head units, respectively, consistent with other equivalent senior management classifications. The recommended actions will also authorize adding the impacted classifications to various footnotes, sections of the Salary Resolution to continue providing previously authorized benefits, and to update the Salary Resolution and Personnel Rules to remove references to the now decertified Unit 38.

REFERENCE MATERIAL:

BAI #23, April 14, 2020

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "C"

CAO ANALYST:

Sevag Tateosian