



Board Agenda Item 28

DATE: March 7, 2017

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 1

RECOMMENDED ACTION(S):

1. **Approve the Memorandum of Understanding for Representation Unit 1 - Law Enforcement Personnel, represented by the Fresno Deputy Sheriff's Association, effective March 13, 2017, through December 15, 2019.**
2. **Approve the related Salary Resolution Amendments as reflected on Appendix B.**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 1's successor Memorandum of Understanding (MOU), effective March 13, 2017, through December 15, 2019. The estimated cost for FY 2016-17 (\$128,401) includes \$83,461 in Net County Cost (NCC), which will be absorbed in the Sheriff's Office FY 2016-17 adopted budget.

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 estimated year-over-year cost increase for the negotiated terms and conditions for FY 2016-17 is approximately \$128,401; \$83,461 in Net County Cost (NCC). The total estimated year-over-year costs for FYs 2017-18, 2018-19, and 2019-20 are approximately \$3,613,297 (\$2,348,643 in NCC), \$3,837,406 (\$2,494,314 in NCC), and \$3,766,593 (\$2,448,285 in NCC), respectively.

DISCUSSION:

Your Board's representatives have met and conferred with Unit 1 representatives regarding a successor MOU (the latest MOU expired on December 18, 2016). A tentative agreement was signed on February 8, 2017, and was subsequently ratified by the Association, which currently represents 420 employees in Unit 1.

The significant components of the successor MOU, effective March 13, 2017, unless otherwise noted, include the following:

- MOU Term:
 - March 13, 2017, through December 15, 2019

- Salary Adjustments: (including Communications Dispatchers)
 - 5% increase effective July 3, 2017
 - 5% increase effective July 2, 2018
 - 5% increase effective July 1, 2019
- Health Insurance: (*Up to indicates that the contribution will not exceed the cost of the employee's health plan selection)
 - Effective March 13, 2017
 - Increase County contribution for employee only up to \$278 per pay period (+ up to \$35 pp)
 - Effective December 18, 2017
 - Increase County contribution for employee only up to \$288 per pay period (+ up to \$10 pp)
 - Increase County contribution for dependent coverage up to \$120 per pay period (+ up to \$30 pp)
 - Effective December 17, 2018
 - Increase County contribution for employee only up to \$298 per pay period (+ up to \$10 pp)
 - Increase County contribution for dependent coverage up to \$150 per pay period (+ up to \$30 pp)
- Shift Premium:
 - Increase from 4% to 5% effective March 13, 2017
 - Increase from 5% to 6% effective July 2, 2018
 - Increase from 6% to 8% effective July 1, 2019
- Uniform Allowance:
 - Effective January 1, 2018
 - \$250 annually (\$9.61 pp) for non-Class A/B Uniform personnel (no Dispatch)
 - Increase from \$500 to \$700 annually (\$26.92 pp) for Class A/B Uniform personnel
 - Effective December 31, 2018
 - Increase from \$250 to \$350 annually (\$13.46 pp) for non-Class A/B Uniform personnel (no Dispatch)
 - Increase from \$700 to \$1,000 annually (\$38.46 pp) for Class A/B Uniform personnel
- Air Support Assignment:
 - Effective July 3, 2017
 - Increase Pilot differential from \$300 to \$500 and Tactical Flight Officer from \$200 to \$300 per pay period, respectively
 - Effective July 2, 2018
 - Increase Pilot differential from \$500 to \$750 and Tactical Flight Officer from \$300 to \$400 per pay period, respectively
- MOU Reopeners:
 - Effective no sooner than July 2018
 - Salary survey for specific classifications
 - Deputy Sheriff III salary comparison
 - Productive time
 - Return to Work Program

- Study regarding Detective assignment differential

➤ Miscellaneous:

- Update or deletion of MOU language and/or obsolete addenda
- Sideletter agreement indicating that provisions of the prior MOU that have not been changed shall be considered effective from the expiration of the prior contract to the initiation of the new MOU, including arbitration provisions.

Additionally, your Board approved an Agreement to MOU on January 31, 2017, regarding a 10% salary adjustment for Communications Dispatcher I/II/III/Specialist classifications.

REFERENCE MATERIAL:

BAI #27, January 31, 2017 - Communications Dispatcher salary adjustment
BAI Addendum D, August 6, 2013 - Unit 1 MOU

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU
Appendix B

CAO ANALYST:

Sonia De La Rosa