



Board Agenda Item 52

DATE: August 5, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 02

RECOMMENDED ACTION(S):

1. **Approve successor Memorandum of Understanding for Representation Unit 02 - Sheriff and Probation Personnel, represented by the Fresno County Public Safety Association, effective August 4, 2025; and**
2. **Approve the related Salary Resolution Amendment as reflected on Appendix "B."**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 02's successor Memorandum of Understanding (MOU), effective August 4, 2025, through August 2, 2026. The estimated cost for FY 2025-26 is \$3,689,646; \$2,216,864 of which is Net County Cost (NCC). The estimated cost for FY 2026-27 is \$4,125,248; \$2,477,461 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 \$3,689,646, including related retirement costs, \$2,216,864 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 \$4,125,248; \$2,477,461 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 and conferred with Unit 02's representatives regarding a successor MOU (the current MOU expired on July 6, 2025). A tentative agreement was signed on June 25, 2025, and has been ratified by the Association.

- MOU Term:
 - August 4, 2025, through August 2, 2026.
- Salary Adjustments:
 - 3% increase for Correctional Officer I/II/Senior/Trainee, effective August 4, 2025.

- 1% increase for all other classifications, effective August 4, 2025.
- Sixth Step:
 - Add one additional salary step (step 6) for Program Technician I/II, effective January 5, 2026.
 - Effective no sooner than January 5, 2026, modify Salary Resolution Section 411.2 (Advance from Step 1 to Step 2) from 13 pay periods to 26 pay periods to include Program Technician I/II.
- 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 60 to 100 hours, effective August 4, 2025.
- Health Insurance:
 - MOU Reopener no sooner than October 1, 2025, for plan year 2026.
- 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 #43, July 12, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Memorandum of Understanding for Representation Unit 02
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Sevag Tateosian