



Board Agenda Item 43

DATE: July 12, 2022

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 2

RECOMMENDED ACTION(S):

- 1. Approve the successor Memorandum of Understanding for Representation Unit 2 - Sheriff's & Probation Personnel, represented by the Fresno County Public Safety Association, effective July 11, 2022; and**
- 2. Approve the related Salary Resolution Amendment as reflected on Appendix "F."**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding successor Memorandum of Understanding (MOU) for Representation Unit 2, effective July 11, 2022, through July 6, 2025. The estimated cost of the negotiated terms and conditions for FY 2022-23 is approximately \$11,288,905; \$6,001,643 of which is Net County Cost (NCC). The estimated cost for FY 2023-24 is approximately \$5,371,429; \$3,318,908 of which is NCC. This item is countywide.

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 2022-23 is approximately \$11,288,905; \$6,001,643 of which is Net County Cost (NCC). Impacted department appropriations will be monitored and adjustments will be brought to your Board prior to fiscal year-end, if needed.

The total cost for FY 2023-24 is approximately \$5,371,429; \$3,318,908 of which is NCC. Sufficient appropriations will be included in the impacted departments' FY 2023-24 budget requests.

DISCUSSION:

The last MOU with Representation Unit 2 expired on October 31, 2022. After lengthy negotiations spanning over several months, your labor negotiators reached a tentative agreement with representatives of the Fresno County Public Safety Association (FCPSA). The agreement was subsequently ratified by the FCPSA membership.

The significant components of the agreements are as follows:

- MOU Term: July 11, 2022, through July 6, 2025

- One-time \$500 Congregate Setting Payment for qualifying Correctional Officers and Juvenile Correctional Officers
- One-time Covid-19 Pandemic Payment:
 - \$1,500 payment for employees occupying permanently allocated positions on July 11, 2022, who work 80% or more of a full-time position (32 hours or more)
 - \$750 payment for employees occupying permanently allocated positions on July 11, 2022, who work less than 80% of a full-time position (less than 32 hours)
 - As determined by FCERA, these one-time payments will be pensionable for retirement Tiers I-IV and non-pensionable for retirement Tier V
 - This provision will not be placed in the MOU
- Salary Adjustments:
 - 5% increase (3% COLA + 2% Equity) for Correctional Officer and Juvenile Correctional Officer classification series, effective July 25, 2022
 - 3% increase for all other classifications, effective July 25, 2022
 - 3% increase for all classifications, effective July 24, 2023
 - 3% increase for all classifications, effective July 22, 2024
- Uniform Allowance:
Increase from \$19.23 to \$38.46 per pay period, effective July 25, 2022
- 5-Year, 2.5% Retention Pay, effective July 11, 2022, for **eligible** Correctional Officer and Juvenile Correctional Officer classifications
- 10-Year, 5% Retention Pay, effective July 10, 2023, for **eligible** Correctional Officer and Juvenile Correctional Officer classifications
- Increase Health Insurance County Contribution:
"up to" indicates that the contribution will not exceed the cost of the employee's health plan selection
 - Plan Year 2022 (effective July 25, 2022):
 - ✓ Employee Only - increase from \$368 up to \$388
 - ✓ Employee plus Spouse/ Child(ren) - increase from \$478 up to \$498
 - ✓ Employee plus Family - increase from \$483 up to \$593
 - Plan Year 2023 (effective December 12, 2022):
 - ✓ Employee Only - increase from \$388 up to \$408
 - ✓ Employee plus Spouse/ Child(ren) - increase from \$498 up to \$518
 - ✓ Employee plus Family - increase from \$593 up to \$703
 - Plan Year 2024 and 2025
On or around September 1st of 2023 and 2024, the County and Unit 2 agree to meet and confer on health insurance contribution for health plan years 2024 and 2025.
- Supplemental Retirement Plan Match for Members in Retirement Tiers IV and V (effective July 25, 2022)
 - ✓ Up to \$25 per pay period match for employees in Retirement Tiers IV or V
 - ✓ Contributions to be made to a County sponsored 401(a) Plan
 - ✓ Employees not contributing to Deferred Compensation Plan will not be eligible to receive this match
 - ✓ The duration of this Deferred Compensation Plan contribution match will be at the Board of Supervisor's discretion and may be eliminated at any time.
 - ✓ This provision will not be placed in the MOU

- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or addenda

REFERENCE MATERIAL:

BAI #43, September 22, 2020

BAI #34, October 23, 2018

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Representation Unit 2

Salary Resolution Amendment - Appendix "F"

CAO ANALYST:

Yussel Zalapa