



Board Agenda Item 37

DATE: February 22, 2022

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 25

RECOMMENDED ACTION(S):

- 1. Approve the successor Memorandum of Understanding for Representation Unit 25, Engineering Technicians, represented by the Association of Engineering Technicians, effective February 21, 2022, through February 18, 2024; 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 the successor Memorandum of Understanding (MOU) for Representation Unit 25 - Association of Engineering Technicians, effective February 21, 2022, through February 18, 2024. The estimated cost for FY 2021-22 is \$207,781; with no increase in Net County Cost (NCC) as all associated positions are third party funded. 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, negotiations with Unit 25 would continue.

FISCAL IMPACT:

The total estimated cost of the negotiated terms and conditions for FY 2021-22 is approximately \$109,805, with no increase in NCC as all associated positions are third party funded. The cost of the one-time Pandemic Payment agreed upon outside of the successor MOU is \$97,976, with no additional NCC, as these will be funded with Federal American Rescue Plan Act funds. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed.

DISCUSSION:

Your Board's representatives have met and conferred with representatives for Unit 25 regarding a successor MOU (latest MOU expired October 3, 2021). A tentative agreement was reached, and subsequently ratified by the Unit 25 membership.

The significant components of the agreements are as follows:

- MOU Term:
 - February 21, 2022, through February 18, 2024
- Salary Adjustments
 - 2% increase effective February 21, 2022

- 2% increase effective February 20, 2023
- Salary Steps: (Effective April 4, 2022)
 - Increase intervals between steps from 3.125% to 5%
 - Adjust salary ranges from 9-steps to 5-steps (9th step becomes new 5th step)
- Shift Premium:
 - Increase from 4% to 6%, effective February 21, 2022
- Bilingual Skill Pay:
 - Increase from \$23.08 to \$50 per pay period, effective February 21, 2022
- Health Insurance: (*Up to indicates that the contribution will not exceed the cost of employee's health plan selection)
 - Plan Year 2022:
Increase total County contribution as follows, effective February 21, 2022:
 - Employee only up to \$388
 - Employee plus Child(ren) up to \$498
 - Employee plus Spouse up to \$498
 - Employee plus Family up to \$593
 - Plan Year 2023:
Increase total County contribution as follows, effective December 12, 2022:
 - Employee only up to \$408
 - Employee plus Child(ren) up to \$518
 - Employee plus Spouse up to \$518
 - Employee plus Family up to \$703
- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or addenda

The following items are also included in the Tentative Agreement (TA), but will not be included in the MOU:

- Equalization Pay: (Effective April 4, 2022)
 - \$1,000 one-time, non-pensionable, lump sum equalization payment for employees who have satisfactorily completed at least 26 consecutive pay periods, at step 9, in peak level classifications by February 21, 2022.
- One-time Covid-19 Pandemic Payment (Effective March 21, 2022)
In recognition of the dedication and hard work employees have provided to the community of Fresno County during the COVID-19 pandemic, and in accordance with actions approved by your Board on January 18, 2022, the County will pay a one-time COVID-19 Pandemic Payment as follows:
 - Employees occupying a permanently allocated position on March 21, 2022, who work 80% or more of a full-time equivalent or FTE (32 hours or more per week) will receive a \$1,500 payment
 - Employees occupying a permanently allocated position as of March 21, 2022, who work less than 80% of an FTE (less than 32 hours per week) will receive a payment of \$750
 - The Fresno County Employees Retirement Association (FCERA) has determined the one-time COVID-19 pandemic payment to be pensionable for members in Retirement Tiers I-IV, and non-pensionable for members in Retirement Tier V.
- Supplemental Retirement Plan Match for Members in Retirement Tiers IV and V (Effective prior to the start of FY 2022-23)

- Establish and implement a County match on contributions made to a County sponsored supplemental retirement plan by members in Retirement Tiers IV and V, up to \$25 per pay period. Members not contributing to a County sponsored supplemental retirement plan will not be eligible to receive this match. The duration of the County's supplemental retirement plan contribution match will be at the Board's discretion and can be eliminated at any time.

REFERENCE MATERIAL:

BAI #35, January 18, 2022

BAI #42, September 22, 2020

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix B

MOU - Unit 25

CAO ANALYST:

Yussel Zalapa