



# Board Agenda Item 44

DATE: May 17, 2022

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

1. **Approve Amendment to the Salary Resolution, Section 100, footnote O, effective May, 16, 2022, as reflected in Appendix “E”; and**
2. **Approve Amendment to the Salary Resolution, Section 100, footnote z, effective May, 16, 2022, as reflected in Appendix “E”; and**
3. **Approve Amendment to the Salary Resolution, Section 100, footnote a, effective May, 16, 2022, as reflected in Appendix “E”; and**
4. **Approve Amendment to the Salary Resolution, Section 518 and Section 800, effective May 16, 2022, as reflected in Appendix “E”; and**
5. **Approve Amendment to the Salary Resolution, Section 534, effective May 16, 2022, as reflected in Appendix “E”.**

The total increase in Net County Cost (NCC) for all recommended actions in FY 2021-22 is estimated at \$159. Approval of the recommended actions will allow the Department of Human Resources to update the Fresno County Salary Resolution to bring unrepresented classifications in line with similar represented classes and restrict new enrollments into the Cellular Telephone Stipend Pilot Project.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the existing terms and conditions of the Salary Resolution would remain in effect.

FISCAL IMPACT:

The cost of the first recommended action in FY 2021-22 is estimated at \$164 (\$147 NCC). The cost of the recommended action in FY 2022-23 is estimated at \$1,280 (\$1,020 NCC). Sufficient appropriations to cover the cost will be included in budget requests beginning FY 2022-23.

The second recommended action will have no impact on the FY 2021-22 departmental budget, as the recommended action will not take effect until July 11, 2022. The cost of the recommended action in FY 2022-23 is estimated at \$33,340 (\$25,008 NCC). Sufficient appropriations to cover the cost will be included in budget requests beginning FY 2022-23.

The cost of the third recommended action will be equal to the cost of the annual dues levied by the State Bar of California. There is no impact on retirement for this item and the amount will be paid directly on an annual basis. The current State bar of California dues are \$515 annually.

The cost of the fourth recommended action in FY 2021-22 is estimated at \$151 (\$12 NCC). The cost of the recommended action in FY 2022-23 is estimated at \$1,148 (\$84 NCC). Sufficient appropriations to cover the cost will be included in budget requests beginning FY 2022-23.

There is no net County cost associated with the fifth recommended action. Approval of the recommended action would restrict employees who are not currently enrolled in the Cellular Telephone Stipend Pilot Project from enrolling.

#### DISCUSSION:

The first recommended action increases the uniform allowance for the Assistant Sheriff and Undersheriff classification. This recommendation is consistent with your Board's direction to staff to maintain consistency between represented and senior management employees in the Sheriff's office. The Uniform Allowance for represented sworn officers increased to \$38.46 per pay period, while the Assistant Sheriff and Undersheriff currently receive \$26.92 per pay period pursuant to Footnote "O" in the Salary Resolution. Approval of the recommended action would increase the uniform allowance to \$38.46 per pay period maintaining consistency as directed by your Board.

The second recommended action increases the P.O.S.T. incentive for the Chief of Investigations, Deputy Chief of Investigations, Assistant Sheriff and Undersheriff classifications. Employees in the classifications of Chief of Investigations, Deputy Chief of Investigations, Assistant Sheriff and Undersheriff who possess a P.O.S.T. Management Certificate currently receive a five percent (5%) incentive above their base salary pursuant to Footnote "z" in the Salary Resolution. To maintain parity between the aforementioned unrepresented classifications and represented law enforcement classifications, approval of the second recommended action would increase the rate for this incentive as follows:

##### Management P.O.S.T. Incentive:

- Increase from 5% to 7% effective July 11, 2022
- Increase from 7% to 8% effective July 10, 2023
- Increase from 8% to 9% effective July 8, 2024
- Increase from 9% to 10% effective April 1, 2025

The department will return to your Board to remove the Assistant Sheriff classification from applicable footnotes in relation to the recent modifications of Unit 38 at a later date.

The third recommended action adds the District Attorney Classification to footnote "a" of the Salary Resolution. The County of Fresno currently pays for the State Bar of California dues for all of the attorney classifications except the District Attorney classification, as denoted in footnote "a" of the Salary Resolution. Approval of the third recommended action would add the District Attorney classification to this footnote to bring it in line with what is received by other similar classifications.

The fourth recommended action adds clarifying language to sections 518 and 800 of the Salary Resolution. Amendments to Section 518 - Shift Premium, add clarifying language and expands eligibility to earn shift Pay. The recommended action also increases the current shift pay from four percent (4%) to six percent (6%) to align the shift pay for unrepresented employees with those who are represented. Section 800- Overtime, currently does not include language defining what hours are considered as a period of one day. The recommended action adds this language and clarifies how it should be applied within the County. The recommended action also removes the exclusion of Parks and Recreation for those who are eligible to accrue Compensatory Time Off (CTO), as they are eligible based on their Memoranda of Understanding. In addition, the recommended action adds clarifying language to how CTO and Holiday Time Off must be paid during a promotion or departmental transfer.

Approval of the fifth recommended action would remove the ability of employees to voluntarily enroll in the

Cellular Telephone Stipend Pilot Project and instead require employees who are not currently enrolled in the program and whose duties require the use of a cellular telephone to utilize an issued County owned device.

REFERENCE MATERIAL:

BAI #34, April 19, 2022

BAI #28.1, February 20, 2018

BAI #27, February 28, 2017

BAI #24, October 25, 2011

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "E"

CAO ANALYST:

Yussel Zalapa