



Board Agenda Item 49

DATE: May 17, 2022

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addendum to the Memorandum of Understanding for Representation Unit 19

RECOMMENDED ACTION(S):

Approve the Addendum to the Memorandum of Understanding for Representation Unit 19 - Professional Employees, represented by the Fresno County Professional Association of Employees, regarding Standby Pay for Emergency Management Specialists, effective April 4, 2022.

There is no increase in Net County Cost associated with the recommended action, which will authorize the continuation of a compensation rate of seven and 50/100 dollars (\$7.50) per hour for the Emergency Management Specialist classification series, effective April 4, 2022. There are no other changes to the terms and conditions of the current Memorandum of Understanding (MOU) approved by your Board on November 16, 2021.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, incumbents in the Emergency Management Specialist classification series will not receive the rate of Standby Pay negotiated in good faith by the County and Representation Unit 19.

FISCAL IMPACT:

There is no Net County Cost associated with the recommended action. Approval of the recommended action will authorize the continuation of current County practice with regard to Standby Pay for incumbents reclassified from Environmental Health Specialists to Emergency Management Specialists.

DISCUSSION:

On November 16, 2021, your Board approved a successor MOU for Representation Unit 19 (Unit 19), which represents the Environmental Health Specialist I/II/III (EHS) classification series. On March 22, 2022, your Board approved an Agenda Item reclassifying two EHS positions allocated within the Office of Emergency Services (OES) to the new Emergency Management Specialist I/II (EMS) classification series, effective April 4, 2022. Prior to reclassification, incumbent EHS staff assigned to the OES that were placed on standby by management were compensated at the rate of seven and 50/100 dollars (\$7.50) per hour. Due to limitations in current MOU language, incumbents reclassified to the EMS series are erroneously unauthorized to continue to receive the rate of Standby Pay they were previously receiving. During negotiations related to this reclassification, the County and Unit 19 agreed that the new EMS series would continue to receive the \$7.50 per hour compensation rate. The Addendum provides for the necessary language updates to ensure EMS staff are able to receive the level of compensation the County agreed to while negotiating the reclassification.

REFERENCE MATERIAL:

BAI #43, March 22, 2022

BAI #35, November 16, 2021

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU Addendum - Unit 19

CAO ANALYST:

Yussel Zalapa