



Board Agenda Item 33

DATE: March 28, 2017

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 14

RECOMMENDED ACTION(S):

1. **Approve the Memorandum of Understanding for Representation Unit 14 - Supervisory Peace Officers, represented by the Fresno Sheriff's Sergeants Association, effective March 27, 2017 through December 15, 2019.**
2. **Approve the related Salary Resolution Amendments as reflected on Appendix B.**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 14's successor Memorandum of Understanding (MOU), effective March 27, 2017 through December 15, 2019. The approximate 1.49% salary adjustment effective March 27, 2017, addresses the issue of compaction with its subordinate classification and serves to maintain a 10% spread in base salary between the Sheriff's Sergeant and Deputy Sheriff IV. The estimated cost for FY 2016-17 (\$45,174) includes \$29,363 in Net County Cost (NCC), which will be absorbed in the Sheriff's Office FY 2016-17 adopted budget.

ALTERNATIVE ACTION(S):

If the 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 estimated year-over-year cost increase for the negotiated terms and conditions for FY 2016-17 is approximately \$45,174; \$29,363 in NCC. The total estimated year-over-year costs for FYs 2017-18, 2018-19, and 2019-20 are approximately \$626,439 (\$407,185 in NCC), \$547,691 (\$355,999 in NCC), and \$555,627 (\$361,158 in NCC), respectively.

DISCUSSION:

Your Board's representatives have met and conferred with Unit 14 representatives regarding a successor MOU (the latest MOU expired on December 18, 2016). A tentative agreement was signed on March 1, 2017, and was subsequently ratified by the Association, which currently represents 45 employees in Unit 14.

The significant components of the successor MOU, effective March 27, 2017, unless otherwise noted, include the following:

➤ MOU Term:

- March 27, 2017, through December 15, 2019

➤ Salary Adjustments:

- Approximate 1.49% compaction adjustment, effective March 27, 2017
- 5% increase effective July 3, 2017
- 5% increase effective July 2, 2018
- 5% increase effective July 1, 2019

➤ Health Insurance: (*Up to indicates that the contribution will not exceed the cost of the employee's health plan selection)

- Effective March 27, 2017
 - Increase County contribution for employee only up to \$278 per pay period (+ up to \$35 pp)
- Effective December 18, 2017
 - Increase County contribution for employee only up to \$288 per pay period (+ up to \$10 pp)
 - Increase County contribution for dependent coverage up to \$120 per pay period (+ up to \$30 pp)
- Effective December 17, 2018
 - Increase County contribution for employee only up to \$298 per pay period (+ up to \$10 pp)
 - Increase County contribution for dependent coverage up to \$150 per pay period (+ up to \$30 pp)

➤ Shift Premium:

- Increase from 4% to 5% effective March 27, 2017
- Increase from 5% to 6% effective July 2, 2018
- Increase from 6% to 8% effective July 1, 2019

➤ Uniform Allowance:

- Effective January 1, 2018
 - Increase from \$500 to \$700 annually (\$26.92 pp)
- Effective December 31, 2018
 - Increase from \$700 to \$1,000 annually (\$38.46 pp)

➤ Air Support Assignment:

- Effective March 27, 2017
 - Establish pay provision for Sergeant assigned as Tactical Flight Officer for \$2.50 per

hour (up to \$200 per pay period)

- Effective July 3, 2017
 - Increase differential to \$3.75 per hour (up to \$300 maximum per pay period)
- Effective July 2, 2018
 - Increase differential to \$5.00 per hour (up to \$400 maximum per pay period)
- Annual Leave Donation Program:
 - Move Unit 14 from Salary Resolution (SR) Section 618.1 to SR Section 618.4
- MOU Reopeners:
 - Salary compaction effective no sooner than July 1, 2018
- Miscellaneous:
 - Update or deletion of MOU language and/or obsolete addenda

Additionally, Unit 14 was the last County group of employees remaining in the original and unlimited Annual Leave Donation Program as delineated in SR Section 618.1. Through successor MOU negotiations, the parties agreed to move Unit 14 from the original program with unlimited fiscal liability to SR Section 618.4, which also applies to Unit 1 - Law Enforcement Personnel, Unit 35 - Management Unit, and Unit 37 - Fresno Sheriff's Correctional Sergeants Association. The program delineated within SR Section 618.4 features a set of capped hour parameters that is conducive to a lower fiscal liability for the County. The associated cost savings would be dependent upon the number of eligible employees who utilize the Annual Leave Donation Program.

REFERENCE MATERIAL:

BAI #32, April 7, 2015 - Salary Resolution Amendment
BAI Addendum D, August 6, 2013 - Unit 14 successor MOU

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU
Appendix B

CAO ANALYST:

Sonia De La Rosa