



Board Agenda Item 46

DATE: July 11, 2017

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 30

RECOMMENDED ACTION(S):

- 1. Approve the Memorandum of Understanding for Representation Unit 30 - Deputy District Attorneys, represented by the Fresno County Prosecutors Association, effective July 3, 2017, through June 30, 2019.**
- 2. Approve the related Salary Resolution Amendments as reflected on Appendix C.**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 30's successor Memorandum of Understanding (MOU), effective July 3, 2017, through June 30, 2019. The estimated cost for FY 2017-18 (\$1,001,202) will be included within the Department of Child Support Services' and District Attorney's Office FY 2017-18 Recommended Budgets.

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 2017-18 is approximately \$1,001,202; \$583,901 in NCC, which includes related retirement costs. The estimated year-over-year cost increase for 2018-19 is approximately \$1,228,951 (\$716,274 in NCC). Sufficient appropriations will be included in the Department of Child Support Services' and District Attorney's Office Recommended Budgets, and will be included in the FY 2018-19 budget requests.

DISCUSSION:

Your Board's representatives have met and conferred with Unit 30 representatives regarding a successor MOU (the latest MOU expired on July 2, 2017). A tentative agreement was signed on June 12, 2017, and was subsequently ratified by the Fresno County Prosecutors Association, which currently represents 105 employees.

The significant components of the MOU, effective July 3, 2017, unless otherwise noted, include the following:

- MOU Term:
 - July 3, 2017, through June 30, 2019
- Salary Adjustments:
 - 15% increase effective July 3, 2017, for:

- Child Support Attorney I
- Deputy District Attorney I
- 5% increase effective July 3, 2017, for:
 - Child Support Attorney II/III/IV/Senior
 - Deputy District Attorney II/III/IV/Senior
- 5% increase effective July 2, 2018, for all classifications
- Officer Involved Shootings/In-Custody Deaths:
 - Increase from \$500 to \$1000 per standby assignment
- Miscellaneous:
 - Update or deletion of MOU language and/or obsolete addenda

REFERENCE MATERIAL:

BAI #43, May 5, 2015

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU
Appendix C

CAO ANALYST:

Sonia De La Rosa