



Board Agenda Item 34

DATE: October 23, 2018

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 2

RECOMMENDED ACTION(S):

1. **Approve the Memorandum of Understanding for Representation Unit 2 - Sheriff's and Probation Personnel, represented by the Fresno County Public Safety Association, effective October 22, 2018, through October 18, 2020.**
2. **Approve the related Salary Resolution Amendments (Including confidential classifications covered by Footnote "y") as reflected on Appendix "B".**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 2's successor Memorandum of Understanding (MOU), effective October 22, 2018, through October 18, 2020. The estimated cost for FY 2018-19 (\$3,604,000) includes \$1,859,000 in Net County Cost (NCC), which will be included in the impacted departments' FY 2018-19 adopted budgets and subsequent annual budget requests. This item is countywide.

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 2018-19 is approximately \$3,604,000; \$1,859,000 in NCC, which includes related retirement costs. The estimated year-over-year cost increase for FYs 2019-20 and 2020-21 is approximately \$4,293,000 (\$2,199,000 in NCC) and \$1,085,000 (\$553,000 in NCC), respectively. Sufficient appropriations are included in the impacted departments' FY 2018-19 adopted budgets and will be included in subsequent annual budget requests.

DISCUSSION:

Your Board's representatives have met and conferred with Unit 2 representatives regarding a successor MOU (latest MOU expired July 29, 2018). A tentative agreement was signed on September 24, 2018, and was subsequently ratified by the Fresno County Public Safety Association, which currently represents 985 employees.

The significant components of the MOU, effective October 22, 2018, unless otherwise noted, include the following:

- MOU Term:

- October 22, 2018, through October 18, 2020
- Salary Adjustments: (Includes confidential classifications covered by Footnote “y”)
 - 2.5% increase effective October 22, 2018, for Security Officer I/II classifications
 - 2% increase effective October 22, 2018, for all other classifications (excludes Security Officer I/II classifications)
 - 1% equity increase effective December 31, 2018, for Correctional Officer I/II/III/IV/Trainee
 - 2% increase effective October 21, 2019, for all classifications
- Salary Steps: (Includes confidential classifications covered by Footnote “y”)
 - Effective January 14, 2019
 - Increase intervals between steps from 3.125% to 5%
 - Adjust salary ranges from 9-steps to 5-steps (9th step becomes new 5th step)
- Health Insurance: (*Up to indicates that the contribution will not exceed the cost of employee's health plan selection)
 - Effective December 17, 2018
 - Increase County Contribution for Employee Only up to \$318 (increase of up to \$25 per pay period)
 - Effective December 16, 2019
 - Increase County Contribution for Employee Only up to \$343 (increase of up to \$25 per pay period)
- Bilingual Skill Pay:
 - Increase from \$23.08 per pay period to \$50 per pay period for all classifications
- Training Officer Differential:
 - Increase from \$23.08 per pay period to \$50 per pay period for Juvenile Correctional Officer I/II and Security Officer II classifications
- Equalization Pay: (Includes confidential classifications covered by Footnote “y”)
 - Effective January 14, 2019
 - \$1,000 one-time, non-pensionable, lump sum payment for employees who have satisfactorily completed at least 26 consecutive pay periods, at step 9, in peak level classifications (by January 13, 2019)
- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or obsolete addenda

REFERENCE MATERIAL:

BAI #45, July 14, 2015 - MOU for BUs 2, 3, 4, 12, 22, and 36

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU - Representation Unit 2
Salary Resolution Amendment - Appendix “B”

CAO ANALYST:

Juan Lopez