



Board Agenda Item 35

DATE: November 6, 2018

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 10

RECOMMENDED ACTION(S):

- 1. Approve the Memorandum of Understanding for Representation Unit 10 - District Attorney Investigators, represented by the Fresno County District Attorney Investigators Association, effective November 5, 2018, through November 1, 2020**
- 2. Approve the related Salary Resolution Amendment as reflected in Appendix "B"**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 10's successor Memorandum of Understanding (MOU), effective November 5, 2018, through November 1, 2020. The estimated cost for FY 2018-19 (\$262,960) includes \$96,829 in Net County Cost (NCC), which is included in the impacted departments' adopted budgets and will be included in 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 \$262,960; \$96,829 in NCC, which includes related retirement costs. The estimated year-over-year cost increase for FYs 2019-20 and 2020-21 is approximately \$404,860 (\$149,080 in NCC) and \$143,856 (\$52,972 in NCC), respectively. Sufficient appropriations are included in the impacted departments' FY 2018-19 adopted budgets and will be included in subsequent budget requests.

DISCUSSION:

Your Board's representatives have met and conferred with Unit 10 representatives regarding a successor MOU (latest MOU expired July 1, 2018). A tentative agreement was signed on October 12, 2018, and was subsequently ratified by the Fresno County District Attorney Investigators Association, which currently represents 42 employees.

The significant components of the MOU, effective November 5, 2018, unless otherwise noted, include the following:

- MOU Term:
 - November 5, 2018, through November 1, 2020

- Salary Adjustments:
 - 5% increase effective November 5, 2018, for all classifications
 - 5% increase effective November 4, 2019, for all classifications
- 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)
- Officer Involved Shooting/In-Custody Deaths:
 - \$250 per assignment effective November 5, 2018
- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or obsolete addenda

REFERENCE MATERIAL:

BAI #30, dated February 9, 2016, MOU for Representation Unit 10

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Unit 10
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Juan Lopez