



Board Agenda Item 44

DATE: January 29, 2019
TO: Board of Supervisors
SUBMITTED BY: Paul Nerland, Director of Human Resources
SUBJECT: Memorandum of Understanding for Representation Unit 37

RECOMMENDED ACTION(S):

- 1. Approve the Memorandum of Understanding for Representation Unit 37 - Correctional Sergeants, represented by the Fresno Sheriff's Correctional Sergeants Association, effective January 28, 2019, through January 24, 2021**
- 2. Approve the related Salary Resolution Amendment as reflected on Appendix "B"**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Unit 37's successor Memorandum of Understanding (MOU), effective January 28, 2019, through January 24, 2021. The estimated cost for FY 2018-19 (\$176,307) includes \$114,606 in Net County Cost (NCC), which has been included in the impacted departments' FY 2018-19 adopted budgets and will be included in annual budget requests. This item impacts the Offices of the Sheriff-Coroner-Public Administrator.

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 \$176,307; \$114,606 in NCC, which includes related retirement costs. The estimated year-over-year cost increase for FYs 2019-20 and 2020-21 is approximately \$271,821 (\$176,693 in NCC) and \$89,994 (\$58,499 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 met and conferred with Unit 37 representatives regarding a successor MOU (latest MOU expired July 1, 2018). A tentative agreement was signed on December 10, 2018, and was subsequently ratified by the Fresno Sheriff's Correctional Sergeants Association, which currently represents 42 employees.

- MOU Term:
 - January 28, 2019, through January 24, 2021
- Salary Adjustments:

- 3% increase effective January 28, 2019
- 1.25% equity increase effective July 15, 2019
- 2% increase effective January 27, 2020
- 1.25% equity increase effective July 13, 2020

- Salary Steps: (effective February 11, 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)
 - Increase County Contributions for Employee Only up to \$298 (up to \$10 increase per pay period) effective January 28, 2019
 - Increase County Contributions for dependent coverage up to \$150 (up to \$30 increase per pay period) effective January 28, 2019
 - Reopener effective no sooner than October 2019 for Plan Year 2020

- Bilingual Skill Pay:
 - Increase from \$23.08 per pay period to \$50 per pay period

- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or obsolete addenda

REFERENCE MATERIAL:

BAI #24, dated January 12, 2016 - MOU for Representation Unit 37

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Representation Unit 37
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Debbie Paolinelli