



Board Agenda Item 44

DATE: July 9, 2019

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 1, 2019, through June 27, 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 30's successor Memorandum of Understanding (MOU), effective July 1, 2019, through June 27, 2021. The estimated cost for FY 2019-20 (\$673,741) includes \$312,722 in Net County Cost (NCC), which will be included in the impacted departments' FY 2019-20 recommended budgets and will be included in subsequent budget requests. This item impacts the District Attorney and Department of Child Support Services.

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 2019-20 is approximately \$673,741; \$312,722 in NCC, which includes related retirement costs. The estimated year-over-year cost increase for FY's 2020-21 and 2021-22 is approximately \$278,288 (\$129,169 in NCC) and \$132,655 (\$61,573 in NCC), respectively. Sufficient appropriations are included in the impacted departments' FY 2019-20 recommended budgets and will be included in subsequent annual budget requests.

DISCUSSION:

Your Board's representatives met and conferred with Unit 30 representatives regarding a successor MOU (latest MOU expired June 30, 2019). A tentative agreement was signed on June 20, 2019, and was subsequently ratified by the Fresno County Prosecutors Association, which currently represents 109 employees.

- MOU Term:
 - July 1, 2019, through June 27, 2021
- Salary Adjustments:

- 2% increase effective July 1, 2019 for all classifications
- Reopener effective no sooner than May 20, 2020

- Salary Steps: (effective January 13, 2020)
 - Increase intervals between steps from 3.125% to 5%
 - Adjust salary ranges from 9-steps to 5-steps (9th step becomes new 5th step)

- Performance Allowance: (effective July 1, 2019)
 - Increase from \$23.08 to \$60 per pay period
 - Increase cap from 25 to a maximum of 38 employees per pay period

- 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 \$343 (up to \$25 increase per pay period) effective December 16, 2019
 - Reopener effective no sooner than October 2020, for Plan Year 2021

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

REFERENCE MATERIAL:

BAI #46, dated July 11, 2017, Memorandum of Understanding for Representation Unit 30

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for BU30
Appendix "B"

CAO ANALYST:

Debbie Paolinelli