



Board Agenda Item 23

DATE: April 14, 2020

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Resolution Amendment - Probation Services Manager

RECOMMENDED ACTION(S):

Approve the Salary Resolution Amendment moving the Probation Services Manager classification from a 9-step salary range into Band E of the Senior Management Compensation Plan as reflected in Appendix B, effective April 20, 2020.

On November 14, 2019, the Civil Service Commission (CSC) approved the decertification of the Probation Services Managers Association of Fresno County as the exclusive representative for Representation Unit 40 and dissolved Unit 40 following the expiration of their Memorandum of Understanding (MOU) on March 22, 2020. Prior to the inaugural Unit 40 MOU effective July 17, 2006, the Probation Services Manager classification was in the Senior Management Compensation Plan. The recommended action places the now unrepresented classification back into a Senior Management Compensation Plan and adjusts the incumbents' current salaries to align with Band E, and associated County Paid Management Life and Disability Insurance. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, the Probation Services Manager classification would remain in the 9-step salary structure as "unrepresented" rather than be appropriately classified as "senior management". This would be inconsistent with other similarly situated management positions.

FISCAL IMPACT:

There is a \$58,248 estimated increase in Net County Cost (NCC) associated with the recommended action. The total estimated cost associated with the recommended action is approximately \$112,362 (\$58,248 in NCC). The estimated year-over-year cost increase for FY's 2019-20 and 2020-21 is approximately \$30,784 (\$15,958 in NCC) and \$81,578 (\$42,290 in NCC), respectively. The total estimated cost will be absorbed within the Probation Department's Orgs 3430, 3432, and 3440 FY 2019-20 Adopted Budget and will be included in subsequent budget requests.

DISCUSSION:

On July 17, 2006, after the CSC approved the establishment of the new Unit, the Board of Supervisors approved the inaugural MOU for Unit 40. Prior to the approval of Unit 40's inaugural MOU, the Probation Services Manager classification was within the Senior Management Compensation Plan Band F and was covered by all associated Senior Management terms and conditions, including County paid Management Life and Disability Insurance. As a result of a petition filed by Probation Services Managers Association of Fresno County (PSMAFC) consistent with the Fresno County Employee Relations Ordinance, on November

14, 2019 the CSC approved the decertification of the Association and dissolved Representation Unit 40. Unit 40's MOU subsequently expired on March 22, 2020.

The recommended action places the now unrepresented Probation Services Manager classification into the Senior Management Compensation Plan Band E, consistent with other equivalent senior management classifications.

REFERENCE MATERIAL:

BAI Addendum E, December 10, 2013

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix B

CAO ANALYST:

Yussel Zalapa