



County of Fresno

Hall of Records, Rm. 301
2281 Tulare Street
Fresno, California
93721-2198

Legislation Text

File #: 24-0375, **Version:** 1

DATE: April 23, 2024

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addendum to the Memorandum of Understanding for Representation Unit 2

RECOMMENDED ACTION(S):

1. **Approve an Addendum to the Memorandum of Understanding for Representation Unit 2 - Sheriff's and Probation Personnel, represented by the Fresno County Public Safety Association, effective April 29, 2024; and**
2. **Approve amendments to Salary Resolution Sections 100 and 1100; and**
3. **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 the Addendum to the MOU for the above-named representation unit, effective April 29, 2024. The estimated cost for FY 2023-24 is \$374,200; \$224,432 of which is Net County Cost (NCC) and includes related retirement costs. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the existing terms and conditions would remain in effect.

FISCAL IMPACT:

The total estimated cost of the negotiated terms and conditions for FY 2023-24 is approximately \$374,200; \$224,432 of which is NCC and includes related retirement costs. Impacted department appropriations will be monitored and adjustments will be brought your Board if needed. The estimated cost for FY 2024-25 is \$3,027,030; \$1,815,505 of which is NCC. Sufficient appropriations will be included in the County's FY 2024-25 budget request.

DISCUSSION:

Your Board approved a successor MOU for Representation Unit 2 (Sheriff's and Probation Personnel), on July 12, 2022. Consistent with your Board's direction and to remain competitive in the local labor market, approval of the first recommended action would authorize the following salary increases:

- Salary Adjustment for Unit 2 (Juvenile Correctional Officer I/II/Sr only):
 - 10% increase effective April 29, 2024
- Salary Adjustment for Unit 2 (Juvenile Correctional Officer I/II/Sr only):
 - 5% (5% + 3% previously agreed to on July 12, 2022) increase effective July 22, 2024

Approval of the second recommended action will also establish the extra-help Reserve Juvenile Correctional

Officer classification, effective April 29, 2024, with an hourly rate of pay equivalent to that of Juvenile Correctional Officer I, Step 1, as denoted in Salary Resolution Section 100 - Alphabetical Position Listing and Footnote 4. The Reserve Juvenile Correctional Officer classification will be exempt from extra-help employment limitations under Salary Resolution Section 1114.2 and will provide vital support in the 24-hour operations of the Juvenile Justice Campus.

REFERENCE MATERIAL:

BAI #43, July 12, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to Unit 2 MOU
Appendix "B"

CAO ANALYST:

Salvador Espino