



Board Agenda Item 43

DATE: August 19, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 14

RECOMMENDED ACTION(S):

- 1. Approve successor Memorandum of Understanding for Representation Unit 14 - Supervisory Peace Officers, represented by the Fresno Sheriff's Sergeants Association, effective August 18, 2025; and**
- 2. Approve 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 14's successor Memorandum of Understanding (MOU), effective August 18, 2025, through August 16, 2026. The estimated cost for FY 2025-26 is \$305,388; \$244,310 of which is Net County Cost (NCC). The estimated cost for FY 2026-27 is \$613,578; \$490,862 of which is NCC. 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 and contract negotiations would continue.

FISCAL IMPACT:

The total estimated cost of the negotiated terms and conditions for FY 2025-26 is approximately \$305,388, including related retirement costs, \$244,310 of which is NCC. Impacted department appropriations will be monitored, and adjustments will be brought to your Board if needed. The estimated cost for FY 2026-27 is \$613,578; \$490,862 of which is NCC. Sufficient appropriations will be included in the Sheriff's Office FY 2026-27 budget request.

DISCUSSION:

Your Board's representatives met with Unit 14's representatives regarding a successor MOU (the current MOU expired on April 13, 2025). A tentative agreement was signed on July 31, 2025, and has been ratified by the Association.

- MOU Term:
 - August 18, 2025, through August 16, 2026.
- Salary Adjustments:
 - 1% increase for Sheriff's Sergeant classification, effective August 18, 2025.
 - 2% increase for Sheriff's Sergeant classification, effective August 3, 2026.

- 3% increase for Supervising Communications Dispatcher classification, effective August 18, 2025.
- Additional of Sixth Step (Step 6), effective January 5, 2026:
 - Additional salary step (Step 6) for Supervising Communication Dispatcher.
 - Modify Salary Resolution Section 411.2 (Advance from Step 1 to Step 2) from 13 pay periods to 26 pay periods for Bargaining Unit 14.
- Uniform Allowance:
 - Sheriff's Sergeants shall receive the following increases to their Uniform Allowance:
 - Increase from \$38.46 to \$50.00 per pay period, effective August 18, 2025.
 - Increase from \$50.00 to \$61.54 per pay period, effective March 30, 2026.
- Compensatory Time Off:
 - Increase the number of accrued hours from 80 to 100 hours effective August 18, 2025.
- Health Insurance: (up to indicates that the contribution will not exceed the cost of the employee's health plan selection)
 - Plan year 2025:
 - Increase total county contribution for Employee Only up to \$438 (up to \$20 increase per pay period), effective August 18, 2025.
 - Increase total county contribution for Employee plus Child(ren) up to \$778 (up to \$50 increase per pay period) effective August 18, 2025.
 - Increase total county contribution for Employee plus Spouse up to \$778 (up to \$50 increase per pay period) effective August 18, 2025.
 - Increase total county contribution for Employee plus Family up to \$778 (up to \$50 increase per pay period) effective August 18, 2025.
 - Plan year 2026:
 - Increase total county contribution for Employee Only up to \$458 (up to \$20 increase per pay period) effective December 8, 2025.
 - Increase total county contribution for Employee plus Child(ren) up to \$878 (up to \$100 increase per pay period) effective December 8, 2025.
 - Increase total county contribution for Employee plus Spouse up to \$878 (up to \$100 increase per pay period) effective December 8, 2025.
 - Increase total county contribution for Employee plus Family up to \$878 (up to \$100 increase per pay period) effective December 8, 2025.
- Holiday Pay:
 - For employees within Unit 14 participating in the Vacation / Sick leave program only (employees participating in the Annual Leave III program shall be grandfathered in):
 - When the holiday falls on an employee's regular work shift of ten (10) hours, the employee may use up to two (2) Vacation leave hours to supplement the holiday credit to reach their regular work hours.
- Deferred Compensation Plan Contribution Match for Employees in Retirement Tiers IV and V:
 - Effective as soon as practicable, institute a Deferred Compensation Contribution match of up to \$50 per pay period match for employees enrolled in Retirement Tiers IV or V.
 - The County will match 100% of the employee's 457(b) Deferred Compensation Plan contribution, up to \$50 per pay period for employees in Retirement Tiers IV or V.
 - Employees not contributing to the 457(b) Deferred Compensation Plan will not be eligible to receive this match.
 - The duration of this 457(b) Deferred Compensation Plan contribution match will be at the Board of Supervisors' discretion and may be eliminated at any time.

- This provision will not be placed into the MOU.

➤ Miscellaneous:

- Addition, update, or deletion of MOU language and/or addenda.

REFERENCE MATERIAL:

BAI #35, April 19, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Memorandum of Understanding for Representation Unit 14
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Sevag Tateosian