



Board Agenda Item 24

DATE: April 8, 2025
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Memorandum of Understanding for Representation Unit 1

RECOMMENDED ACTION(S):

- 1. Approve successor Memorandum of Understanding for Representation Unit 1 - Law Enforcement Personnel, represented by the Fresno Deputy Sheriff's Association, effective April 14, 2025; and**
- 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 1's successor Memorandum of Understanding (MOU), effective April 14, 2025, through April 12, 2026. The estimated cost for FY 2024-25 is \$644,498; \$515,599 of which is Net County Cost (NCC). The estimated cost for FY 2025-26 is \$3,288,329; \$2,630,663 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 2024-25 is approximately \$644,498, including related retirement costs, \$515,599 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 2025-26 is \$3,288,329; \$2,630,663 of which is NCC. Sufficient appropriations will be included in the impacted department's FY 2025-26 budget request.

DISCUSSION:

Your Board's representatives met with Unit 1's representatives regarding a successor MOU (the current MOU expired on January 5, 2025). A tentative agreement was signed on March 25, 2025, and has been ratified by the Association.

- MOU Term:
 - April 14, 2025, through April 12, 2026.
- Salary Adjustments:
 - 3% increase for all classifications, effective April 14, 2025.

- Uniform Allowance:
 - Qualifying employees in the Community Service Officer classification and Deputy Sheriff classification series within the Sheriff's Office shall receive the following increases to their Uniform Allowance:
 - Increase from \$38.46 to \$50.00 per pay period, effective April 14, 2025.
 - Increase from \$50.00 to \$61.54 per pay period, effective March 30, 2026.

- Compensatory Time Off:
 - Increase the maximum number of accrued hours from 80 to 100 hours, for employees participating in the Vacation/Sick leave programs only, effective April 14, 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 April 28, 2025.
 - Increase total county contribution for Employee plus Child(ren) up to \$778 (up to \$50 increase per pay period) effective April 28, 2025.
 - Increase total county contribution for Employee plus Spouse up to \$778 (up to \$50 increase per pay period) effective April 28, 2025.
 - Increase total county contribution for Employee plus Family up to \$778 (up to \$50 increase per pay period) effective April 28, 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 1 participating in the Vacation / Sick leave program only:
 - 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 April 28, 2025, Deferred Compensation Plan contribution match up to \$50 per pay period match for employees enrolled in Retirement Tiers IV or V. Employees not contributing to a County sponsored Deferred Compensation Plan will not be eligible to receive this match. The duration of the County's Deferred Compensation Plan contribution match will be at the Board's discretion and can be eliminated at any time.

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

REFERENCE MATERIAL:

BAI #34, January 18, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Memorandum of Understanding for Representation Unit 1
Appendix "B"

CAO ANALYST:

Paige Benavides