



Board Agenda Item 57

DATE: June 24, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 30

RECOMMENDED ACTION(S):

1. **Approve the successor Memorandum of Understanding for Representation Unit 30, represented by the Fresno County Prosecutor's Association, effective June 23, 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 a successor Memorandum of Understanding (MOU) for Representation Unit 30, effective June 23, 2025, through June 20, 2027. The estimated cost of the negotiated terms and conditions for FY 2025-26 is \$702,990; \$383,521 of which is Net County Cost (NCC). The estimated cost of the negotiated terms and conditions for FY 2026-27 is \$1,641,016; \$940,785 of which is Net County Cost (NCC). Impacted department appropriations will be monitored, and adjustments will be brought to your Board prior to fiscal year-end 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 \$702,990, including related retirement costs, \$383,521 of which is NCC. Impacted department appropriations will be monitored, and adjustments will be brought to your Board prior to fiscal year-end if needed.

The total cost for FY 2026-27 is approximately \$1,641,016; \$940,785 of which is NCC. Sufficient appropriations will be included in the impacted Department's FY 2026-27 recommended budget request.

DISCUSSION:

Your Board's designee reached a tentative agreement that was subsequently ratified by the Fresno County Prosecutor's Association (latest MOU expired March 2, 2025).

The significant components of the agreements are as follows:

- MOU Term:
 - June 23, 2025, through June 20, 2027

- Salary Adjustments:
 - Effective June 23, 2025:
 - 3% increase for all classifications
 - Effective June 22, 2026:
 - 5% increase for District Attorney I
 - 4% increase for District Attorney II and III
 - 3% increase for District Attorney IV and Senior
 - Effective December 21, 2026:
 - 4% increase for District Attorney I and II
 - 2% increase for District Attorney III, IV, and Senior
 - Effective June 7, 2027:
 - 4% increase for District Attorney I and II
 - 2% increase for District Attorney III, IV, and Senior
 - Reopener regarding salary for Child Support Attorney classification series no sooner than March 2, 2026
- Deferred Compensation Plan Contribution Match for Employees in Retirement Tiers IV and V:
 - Effective as soon as practicable, increase the Deferred Compensation Plan contribution match from up to \$25 per pay period, to 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.
- Performance Allowance:
 - Expand eligibility for Performance Allowance to employees occupying the Deputy District Attorney III classification
- Health Insurance:
 - Reopener on health insurance for Plan Year 2026 no sooner than October 1, 2025
 - Reopener on health insurance for Plan Year 2027 no sooner than October 1, 2026
- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or addenda

REFERENCE MATERIAL:

BAI #27, March 8, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

MOU for Representation Unit 30
Appendix "B"

CAO ANALYST:

Sevag Tateosian