



Board Agenda Item 42

DATE: November 18, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addendum to the Memorandum of Understanding for Bargaining Unit 02

RECOMMENDED ACTION(S):

1. **Approve Addendum to the Memorandum of Understanding (MOU) for Representation Unit 02 represented by Fresno County Public Safety Association, regarding a salary adjustment for the Security Officer classification; and**
2. **Approve the related Salary Resolution Amendments, as reflected on Appendix “C.”**

There is no increase in Net County Cost (NCC) associated with the recommended actions over fiscal years 2025-26 and 2026-27. Approval of the recommended actions will authorize salary adjustments for the Security Officer classification as reflected in Appendix “C.” This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the existing salary for the identified classification would remain in effect and the MOU with Representation Unit 02 would remain unchanged.

FISCAL IMPACT:

The total estimated cost of the recommended actions for FY 2025-2026 is approximately \$40,684; none of which is NCC and includes related retirement costs. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed. The estimated cost for FY 2026-2027 is \$70,520; none of which is NCC.

Sufficient appropriations will be included in the County's FY 2026-2027 budget request.

DISCUSSION:

On August 5, 2025, your Board approved a successor MOU for Representation Unit 02 (Sheriff's and Probation Personnel). Consistent with your Board's direction, and in an effort to remain competitive in the local labor market, the following additional salary increase is recommended:

- Unit 02 - Sheriff's and Probation Personnel
 - Security Officer
 - 1.65% increase effective December 22, 2025

Approval of the recommended actions will serve to address existing recruitment and retention issues associated with the identified classification and place the County in a competitive position relative to local agencies.

REFERENCE MATERIAL:

BAI #52, August 5, 2025

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to Memorandum of Understanding for Unit 02 - Salary Adjustments
Salary Resolution Amendment - Appendix "C"

CAO ANALYST:

Sevag Tateosian