



FDSA

FRESNO DEPUTY SHERIFF'S ASSOCIATION

The Fresno Deputy Sheriff's Association membership ratified a new labor contract with the County of Fresno on Wednesday July 31, 2013. It has been a long time since the FDSA has passed an MOU prior to the expiration.

This bargaining process began in April 2013, when we met with the County of Fresno for five sessions. This time around, the Sergeants (Unit 14) and Lieutenants (Unit 35) also joined in a coalition style bargaining.

The FDSA bargaining group completes a comprehensive financial forensic audit of the County's CAFR (Comprehensive Analysis Financial Report). The CAFR is the report that is produced by the Fresno County Auditor's office that allows Fresno County CAO to start the budget building process. Our audit did show Fresno County's revenues starting to ramp up, but are not quite at the level we would prefer.

Here are the key points and highlights of the new MOU:

Term:

December 9, 2013 – December 18, 2016

- June 9, 2014 – 2% restoration of salary
- June 8, 2015 – 2% restoration of salary
- June 6, 2016 – 2% restoration of salary

Reopeners in years April 2014 and April 2015 for salary **increases only**.

Health Insurance:

Current County contribution is \$208.06 per pay period

- January 1, 2014 – Increase of \$14.94 per pay period
 - New County contribution becomes \$223.00 per pay period
- January 1, 2015 – Increase of \$10.00 per pay period
 - New County contribution becomes \$233.00 per pay period
- January 1, 2016 – Increase of \$10.00 per pay period
 - New County contribution becomes \$243.00 per pay period

****** Reopeners in April of each year for increases only******

“Professionals Protecting and Serving Fresno County”

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Court Standby

- Deputy Coroners now get this benefit

Court Callout

- Reverts back to the 4.5 hour minimum on June 8, 2015 has been 2.5 hours in current contract

Comp Time Off Bank

- Increases from 60 hours to 80 hours on December 9, 2013

Shift Differential

- Remains at the current 4%
- Reopeners in 2014 and 2015 only for increases in order to get back to 8%

Uniform Allowance

- \$500.00 annual allowance restored June 9, 2014 (Paid at \$19.23 per pay period)

Air Support

- All Pilots go from \$200.00 to \$300.00 per pay period effective December 9, 2013
- All Tactical Flight Officers go from \$100.00 to \$200.00 per pay period

Take Home Patrol Car Program and Home Garaging Program remain in effect Annual Leave and Vacation/Sick plans remain unchanged

The County is implementing a new step system for all current and future employees. Right now, we have a 5/6 step process which is calculated at 5% per step changing to a 9 step process which will be calculated at 3.125% per step (Except Lieutenants who will change to 8 steps)

What does this mean for current 5 step employees?

- On December 9, 2013 all 5 step employees will receive a 2% increase in salary. On December 8, 2014 all 5 step employees will receive a 3.125% increase in salary (Except Lieutenants)
- Current 5 step employees are:
- Community Service Officers, ID Techs, Criminalists, Coroners, Deputy Sheriff Lieutenants

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What does this mean for current 6 step employees?

- On December 9, 2013 all 6 step employees will convert to the 9 step system
- Current 6 step employees are:
 - Deputy Sheriffs. Deputy Sheriff Sergeants, Dispatchers

There will be a small increase for those already at the 6th step. For those who are not at the 6th step, there will be a relatively equal conversion to a corresponding step.

There will not be any salary decreases as a result of this new step system.

Agreed upon reopeners:

- Salary (upward movement only)
- Shift Differential (upward movement only)
- Personnel Rule 10 - Discipline
- Annual Leave Cash Outs
- Annual Leave Donation Plan
- Retiree Medical Trust (PORAC Plan)

Proposed reopeners that were rejected by the FDSA:

- Early Warning System Policy
- Grooming Standards Policy

The Board of Supervisors have taken the stance to all Department Heads that they shall live within their means. They have stated they are not going to micromanage budgets. Obamacare is on the horizon. Healthcare cutbacks and rate increases are coming.

Retirement benefit cutbacks have occurred with the arrival of PEPRA.

The FDSA is locked up with salary reopeners for movement for **increases only** in 2014 and 2015.

- Take home cars are secure.
- Shift differentials are locked up and will move upward again.
- Health insurance contributions have increased and are locked up.
- Most sunset items are returning to the members.

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**We are the only group in Fresno County who are getting economic improvements.
Everyone else is experiencing continuous cutbacks.**

The County has never before offered reopeners for salary.

I want to thank each of you who took the time to come to the FDSA and listen to the presentation given on July 30. I also would like to thank those who called in a proxy vote the following day, as well. I am pleased to report 72% of the voting membership gave the approval to ratify the contract. I am grateful most of our members are seeing the big picture and reading between the lines in understanding why this is a good contract. Also, those who voted against the deal, I respect your choice and appreciate the democratic style we use at the FDSA.

If any of you have any questions regarding the MOU and its details, please feel free to contact me for any further explanations.

A handwritten signature in black ink, appearing to be "E.S.", written in a cursive style.

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