

Bargaining and Health Rates

On November 19, the Fresno County Board of Supervisors gave direction to County Labor Relations by approving a six-month contract (an extension of what we have) with an increased health insurance benefit for everyone in FDSA Unit 1. This will be placed on the consent agenda at the December 10 Board of Supervisors meeting. The health incentive increase will take effect Dec 16, 2019. The health incentive will be reflected on the paycheck January 10th. I have attached a new spreadsheet showing the new health rates. See attached.

We started officially bargaining with the County of Fresno in September of 2019. Although the meetings have been cordial and respectful, a couple things happened to delay a new full package contract.

First, we simply ran out of time. Time, in the sense of the number of Board of Supervisor's meetings left before the end of the year. As we progressed in the bargaining meetings, going back and forth with labor relations does take time. Confirming things both on our end and the County's end, we were running tight on the number of meetings to get a full package approved by the board. Although direction is given to labor relations, regarding our contract specifically, board members want more involvement.

Secondly, the Fresno County retirement actuarial is being published at the beginning of December. This is important to know what that number looks like. Moving forward with a new contract, we need to have all the NEW information that was not included in our initial financial audit of Fresno County. Knowing all the budget numbers is imperative to capture the best deal when it comes to pay and benefits for our members.

The Board of Supervisors wanted our MOU extended in order to give us more time to work with Labor Relations. This way we can continue to have a labor contract with the county until we can get a final agreement and ensure our benefits stay secure.

The retirement actuarial will be presented at the December 10 board meeting. This will give us better direction moving forward and show the health of the retirement system for us as members, but really for Fresno County. The report takes in the assumed rate of return for the plan over the year (assumed at 7%), how the investments performed during the year, which will all be factored into the amount the County will need to contribute to the overall plan. The money they contribute comes from the same pot of money we are funding our new contract from. In order to get the best for our members, time is needed (as discussed) to maximize our next package MOU.

The health incentive given was a replication of what the last two increases were in our

MOU. In my opinion, this is a labor peace gesture, providing us with something that other bargaining units would never receive without a battle at the bargaining table.

- \$10 employee only increase per pay period
- \$30 dependent increase per pay period
- Total for employee + dependent is \$40 per pay period

The BOS gave this health incentive knowing we are going to negotiate for another one during the term of our next contract. This is the second time the BOS has given FDSA something (based on many other factors) when we have not specifically asked for it. Most contracts just expire – and you go out of contract while you continue bargaining with the County. I have seen this go on for 6 months to a year before a new contract is adopted. We are in a great position.

Once a new agreement is reached for a successor MOU, meaning a full package for the members, I will send out notice for ratification by the membership. Although our negotiations are confidential, one of the goals was to get the FDSA off the calendar year cycle of contract, and put us on a fiscal year cycle. This really helps with bargaining, and generally when pay and benefit enhancements are given, they reflect on a fiscal year basis. The last pay raise in our current contract was on July 1, 2019 at the final 5% for all members which fits in line with that plan. This health incentive will cover us for the 2020 plan year.

PORAC Conference of Members

PORAC held its 67th annual conference of members from November 20 through November 24, 2019 in Palm Desert. The conference was well attended by many of the associations throughout the State. The board of directors (which I am part of on behalf of the FDSA) met on Thursday November 21 and Sunday November 24. Many of the items discussed were bills that we either supported or opposed at the State and National Capital level. We discussed our endorsements for State Assembly and State Senate, along with the Federal Congressional delegation. There was also some internal clean up with by-laws and standing rules within the organization. Those will all be reflected in the PORAC News Magazine.

There were many vendors on hand to talk about what they offered as well. Vendors from insurance carriers, to attorneys, equipment, marketing, etc. The next PORAC News will showcase more of the conference and will have the minutes of our meetings published in them.

PORAC President Brian Marvel (San Diego POA) and Vice President Damon Kurtz (Fresno POA) were both reelected to their offices without contention. They have both served a full term (2 years) and will continue on for the organization in this roll.

As a PORAC director, coupled with being a fulltime release president, there is a lot of communication throughout the year between PORAC and FDSA. From legislation to law, political issues and outreach. I am in weekly, sometimes daily communication with our officers from this organization.

PORAC is now up to over 75,000 members. I encourage any of you who are interested in knowing more about how your pension and benefits as a law enforcement officer in California are protected to attend a PORAC chapter meeting this upcoming year 2020. PORAC is a very well respected group at the Capital, and are really starting to create a footprint in Washington DC as well. The locations of the chapter meetings will be published on the website under a PORAC tab. Feel free to reach out about any questions regarding these. Also the PORAC news is filled with great information related to what the organization does for its members. You should all be receiving one on a monthly basis.

Website

Since going live with the FDSA website on November 1, 2019 we had one technical issue with the server through our provider New Equity Productions (NEP). This item was researched and the problem was found by their staff. Once that problem was located, the issue was fixed and we have since had no problems.

You will start to see push notifications on the app coming to your phone if it is set up that way. If you don't have it set up that way, then an email will still be sent notifying you as a member of an event or anything we are sending out.

I will continue to encourage everyone to sign up for the website. It again takes two minutes to set up your email and create your own password for the credentials. Talk about it in your briefings or while you are working to ensure people are signed up and will be getting the information we are sending out. We will not be on the Sheriff's email any longer. This is where all the information for the FDSA will be found. Although the site is public, there will be things that only members will see. So it is imperative you are signed up.

I hope you all enjoyed the Thanksgiving holiday and look forward to a successful 2020 for the FDSA and its membership.

-Eric



2020 FRESNO DEPUTY SHERIFF'S ASSOCIATION BI-WEEKLY DEDUCTIONS

THIS ILLUSTRATION USES DECEMBER 2019 COUNTY CONTRIBUTIONS

Bi-Weekly rates include Blue Shield of CA Medical/Vision/Life and AD&D, Delta Dental or DeltaCare USA, and Admin. Fee

Blue Shield HMO \$0 with PPO Dental		Blue Shield PPO \$500/\$1000 with PPO Dental		Blue Shield PPO/HSA \$2250/\$2800/\$4500 with PPO Dental	
BHMOFX		BLSDFX		BHPOFX	
Employee Only:	\$21.89	Employee Only:	\$110.38	Employee Only:	\$20.59
Employee & Spouse:	\$179.42	Employee & Spouse:	\$105.58	Employee & Spouse:	\$0.00
Employee + Child:	\$158.93	Employee + Child:	\$249.40	Employee + Child:	\$93.76
Employee + Family:	\$506.95	Employee + Family:	\$282.76	Employee + Family:	\$120.77

Blue Shield HMO \$0 with HMO Dental		Blue Shield PPO \$500/\$1000 with HMO Dental		Blue Shield PPO/HSA \$2250/\$2800/\$4500 with HMO Dental	
BHDHFX		BPDHFX		PPDHFX	
Employee Only:	\$5.36	Employee Only:	\$93.85	Employee Only:	\$4.06
Employee & Spouse:	\$160.45	Employee & Spouse:	\$86.62	Employee & Spouse:	\$0.00
Employee + Child:	\$119.77	Employee + Child:	\$210.23	Employee + Child:	\$54.59
Employee + Family:	\$474.97	Employee + Family:	\$250.78	Employee + Family:	\$88.78

A = EE Only B = EE+Spouse C = EE+Child(ren) D = EE+Family