

Happy June! I hope you are enjoying the season as schools wrap up for the year and summer begins! With longer days, there's so much more of an opportunity to get out and enjoy all the Central Valley has to offer. I hope your plans this season involve unplugging and relaxation!

### **Fresno County Budget**

As it stands currently, Fresno County is navigating through a more complex budget than it has in years past. A significant pullback in state funding, along with other various factors, such as decline in local sales and real-estate taxes are contributing to these challenges. Fresno County operates its budget on the federal fiscal year (October 1 through September 30). This will allow for some time to let revenues actually come in on a more accurate bases from both the State and Federal government.

The prudent management of ARPA funds has certainly put Fresno County in a relatively favorable position. Even with rising costs and lower-than-usual property tax revenue growth, Fresno County still faces challenges but not as significant as other cities and counties in our state. Overall, the County of Fresno has put itself in a position to get through tough budget times through balanced budgets, lack of overspending, and significant reserves.

Ensuring that service levels do not dip and ideally are increased, will require careful financial planning and possibly securing additional funding for FSO. Exploring innovative funding sources, optimizing existing resources, and advocating for state and federal support could be crucial strategies. The FDSA will work along side the Sheriff and the County Board of Supervisors and CAO to ensure this goal is accomplished.

### **Overtime policy**

Addressing the overtime policy has been a focus for the Fresno Deputy Sheriff's Association. The standing rule issued in February, that changed the amount of overtime one can work, was rescinded and negotiations are ongoing to improve this policy. Ensuring that both operational needs of the department are met along with the welfare of deputies and dispatchers is crucial.

As we work through these changes in language and procedure, prioritizing fairness and clarity will be key. A balanced policy can help manage workloads, reduce burnout, and maintain high service levels. This is the priority of the FDSA.

### **Sheriff's Memorial Project**

I've been in discussions with Sheriff Zaroni about the June 2023 proposal made by the FDSA to the Sheriff's Memorial project. Currently, the FDSA and Sheriff's Memorial are close to reaching a mutually acceptable agreement on a funding amount which would extend in perpetuity. Once we finalize the agreement, I will share the details with the entire membership.

Our priority is to ensure fiscal responsibility while supporting our members, the public, and the surviving families through our Peace Officer Memorial Fund.

I want to commend Sheriff Zaroni for his spirit of cooperation and innovative thinking during these discussions. He has understood the mission of the FDSA, and our importance of a Peace Officer Memorial Fund. Understanding both of those, allows us to come to a mutually agreed upon decision to support the Sheriff's Memorial Project.

## POST Incentive /Memorandum of Understanding

This month the item highlighted in the Memorandum of Understanding (MOU) will be pertaining to POST Incentive pay. Members who qualify for this currently are deputy sheriffs and communication dispatchers. Those who complete their required education and/or training credits shall receive the POST Incentive pay. I have attached the article from the MOU and what the actual requirements are to obtain your POST certificate based on education and training credits.

### ARTICLE 9 - P.O.S.T. INCENTIVE

Employees who have satisfactorily attained the intermediate P.O.S.T. Certificate shall be compensated at a rate of two and one-half percent (4.5%) above their base salary. Employees who have satisfactorily attained the advanced P.O.S.T. Certificate shall be compensated at a rate of five percent (8%) above their base salary.

Effective July 8, 2024, increase advanced P.O.S.T. from 8% to 9%

Applicants **for Intermediate Certificate** Award shall:

- Satisfy the requirements specified in subsection 1202(b)(1),
- Possess a Basic Certificate, and
- Satisfy one of the following eligibility combinations:

<b>Degree or Education Units</b>		<b>Law Enforcement Experience</b>
Bachelor's degree	<i>and</i>	2 years
Associate degree	<i>and</i>	4 years
45 Education Units	<i>and</i>	4 years
30 Education Units	<i>and</i>	6 years
15 Education Units	<i>and</i>	8 years

\*Excess education units may be applied towards training points on a unit for point basis per subsection 1202(b)

Applicants **for Advanced Certificate** Award shall:

- Satisfy the requirements specified in subsection 1202(b)(1),
- Possess the Intermediate Certificate, and
- Satisfy one of the following eligibility combinations:

<b>Degree or Education Units *</b>		<b>Law Enforcement Experience</b>
Master's degree	<i>and</i>	4 years
Bachelor's degree	<i>and</i>	6 years
Associate degree	<i>and</i>	9 years
45 Education Units	<i>and</i>	9 years
30 Education Units	<i>and</i>	12 years

\* Excess education units may be applied towards training points on a unit for point basis per subsection 1202(b)

As always, I make myself available to all of you for your different needs or questions.

Eric