



Board Agenda Item 37.1

DATE: February 10, 2026
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Memorandum of Understanding for Representation Unit 10

RECOMMENDED ACTION(S):

- 1. Approve the successor Memorandum of Understanding for Representation Unit 10, represented by the Fresno County District Attorney Investigators Association, effective February 16, 2026; 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 10, effective February 16, 2026, through January 3, 2027. The estimated cost of the negotiated terms and conditions for FY 2025-26 is \$91,078; \$44,758 of which is Net County Cost (NCC). The estimated cost of the negotiated terms and conditions for FY 2026-27 is \$413,923; \$206,314 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 \$91,078, including related retirement costs, \$44,758 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 \$413,923; \$206,314 of which is NCC. Sufficient appropriations will be included in the impacted Department’s FY 2026-27 recommended budget request.

DISCUSSION:

Your Board’s designated representatives reached a tentative agreement that was subsequently ratified by the Fresno County District Attorney Investigators Association (latest MOU expired June 8, 2025).

The significant components of the agreement are as follows:

- MOU Term:
 - February 16, 2026, through January 3, 2027

- Salary Adjustments:
 - Effective February 16, 2026:
 - 1% increase for all classifications
 - Effective August 3, 2026:
 - 2% increase for all classifications

- Annual Leave:
 - Increase cap from 600 hours to 650 hours, effective as soon as practicable.

- Deferred Compensation Plan Contribution Match for Employees in Retirement Tiers IV and V:
 - Effective February 16, 2026, Deferred Compensation Plan contribution match 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.

- Health Insurance: (up to indicates that the contribution will not exceed the cost of the employee's health plan selection)
 - Increase total county contribution for Employee Only up to \$473 (up to \$15 increase per pay period) effective February 16, 2026.
 - Increase total county contribution for Employee plus Child(ren) up to \$778 (up to \$60 increase per pay period) effective February 16, 2026.
 - Increase total county contribution for Employee plus Spouse up to \$778 (up to \$60 increase per pay period) effective February 16, 2026.
 - Increase total county contribution for Employee plus Family up to \$963 (up to \$60 increase per pay period) effective February 16, 2026.

Employees eligible to participate in the County's Health Plan Benefit Program can choose to opt out during the next open enrollment period by providing written proof that they have qualifying medical coverage from another source.

- Retirement Actuarial Study:
 - The County will initiate the procurement of an actuarial study during the term of this agreement to assess the impacts and costs of potentially providing a cost-of-living adjustment (COLA) to existing retirement Tiers IV and V or creating new retirement tiers with a COLA provision. The County will coordinate with Fresno County Employees Retirement Association (FCERA) to ensure efficiency and that statutory requirements with the County Employees Retirement Law (CERL) are met.

- Miscellaneous:
 - Addition, update, or deletion of MOU language and/or addenda

REFERENCE MATERIAL:

BAI #52, June 7, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Memorandum of Understanding for Representation Unit 10
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Sevag Tateosian