



Board Agenda Item 38

DATE: July 14, 2026

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 13

RECOMMENDED ACTION(S):

- 1. Approve the successor Memorandum of Understanding for Representation Unit 13, Crafts and Trades, represented by Stationary Engineers - Local 39, effective July 20, 2026; and**
- 2. Approve the related Salary Resolution Amendment, as reflected on Appendix "D".**

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 13, effective July 20, 2026, through July 18, 2027. The estimated cost of the negotiated terms and conditions for FY 2026-27 is \$130,164; \$8,366 of which is Net County Cost (NCC). The estimated cost of the negotiated terms and conditions for FY 2027-28 is \$141,011; \$9,064 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.

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 2026-27 is approximately \$130,164, including related retirement costs, \$8,366 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 2027-28 is approximately \$141,011; \$9,064 of which is NCC. Sufficient appropriations will be included in impacted Department's FY 2027-28 recommended budget request.

DISCUSSION:

Your Board's designated representatives, consistent with your Board's direction, reached a tentative agreement that was subsequently ratified by the Stationary Engineers - Local 39 (most recent MOU expired January 18, 2026).

- MOU Term:
 - July 20, 2026, through July 18, 2027
- Salary Adjustments:
 - Effective July 20, 2026:

- 1% increase for all classifications.
- Standby Pay:
 - All classifications shall be eligible for Standby Pay at the rate of \$5 per hour.
- Compensatory Time Off (CTO):
 - Increase cap from 60 hours to 100 hours (24 of which may be Holiday Accrual), effective July 20, 2026.
 - All unused CTO hours shall be paid out in cash annually at the beginning of each Fiscal Year.
- Annual Leave:
 - Increase cap from 600 hours to 650 hours, effective July 20, 2026.
- Boot Provision:
 - Safe and adequate footwear is a condition of employment for certain classifications within the unit, as may be required by department policy. In such instances, the department shall provide vouchers for boots, in accordance with departmental policy.
- 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 #33, January 23, 2024

ATTACHMENTS INCLUDED AND/OR ON FILE:

Memorandum of Understanding for Representation Unit 13
Salary Resolution Amendment - Appendix "D"

CAO ANALYST:

Sevag Tateosian