Board Agenda Item 37

DATE: July 14, 2026

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Memorandum of Understanding for Representation Unit 43

RECOMMENDED ACTION(S):

1. **Approve the successor Memorandum of Understanding for Representation Unit 43, Computer Employees, represented by Stationary Engineers - Local 39, effective July 20, 2026; and**
2. **Approve Amendment to the Salary Resolution establishing the Information Technology Specialist I/II/Supervising - Sheriff and Network Systems Engineer I/II/Senior - Sheriff classifications and reclassifying effected incumbents, as reflected on Appendix "C"; and**
3. **Approve the related Salary Resolution Amendment, as reflected on Appendix "C".**

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 43, effective July 20, 2026, through July 18, 2027. The estimated cost of the negotiated terms and conditions for FY 2026-27 is $260,219; $42,481 of which is Net County Cost (NCC). The estimated cost of the negotiated terms and conditions for FY 2027-28 is $273,876; $44,663 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 $260,219, including related retirement costs, $42,481 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 $273,876; $44,663 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 December 7, 2025).

The first recommended action would approve the tentatively agreed upon successor MOU for

Representation Unit 43. The significant details of the agreement are:

- MOU Term:
  - July 20, 2026, through July 18, 2027.

- Salary Adjustments:
  - Effective July 20, 2026:
    - 1% increase for all classifications.

- 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.

- 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 July 20, 2026.
  - Increase total county contribution for Employee plus Child(ren) up to $778 (up to $60 increase per pay period) effective July 20, 2026.
  - Increase total county contribution for Employee plus Spouse up to $778 (up to $60 increase per pay period) effective July 20, 2026.
  - Increase total county contribution for Employee plus Family up to $963 (up to $60 increase per pay period) effective July 20, 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.

The second recommended action would authorize the creation of new classifications and reclassify the appropriate incumbents in the Sheriff's Office. This includes the creation of the unrepresented Supervising Information Technology Specialist - Sheriff classification for consistency in the series.

- Establish the following represented classifications:
  - Information Technology Specialist I/II - Sheriff
  - Network Systems Engineer I/II/Senior - Sheriff

The County and Union agree to Meet and Confer regarding the job specifications prior to promulgation.

REFERENCE MATERIAL:

BAI #37, December 12, 2023

ATTACHMENTS INCLUDED AND/OR ON FILE:

Memorandum of Understanding for Representation Unit 43
Salary Resolution Amendment - Appendix “C”

CAO ANALYST:

Sevag Tateosian