



Board Agenda Item 41

DATE: January 28, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addenda to the Memoranda of Understanding for Representation Units 3, 4, 12, 22, 31, and 36

RECOMMENDED ACTION(S):

1. **Approve Addendum to the Memorandum of Understanding for the following Representation Units, represented by Service Employees International Union (SEIU) Local 521, effective February 17, 2025:**
 - a. Unit 03 - Mental Health Professionals and Social Workers
 - b. Unit 04 - Eligibility Workers
 - c. Unit 12 - Clerical, Paramedical, Building and Service Employees
 - d. Unit 22 - Professional, Para-Professional, and Technical Employees
 - e. Unit 36 - Supervisory Employees; and
2. **Approve Addendum to the Memorandum of Understanding for Representation Unit 31 - Public Defenders, represented by Professional Association County Employees, effective February 17, 2025.**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding the Addenda to the respective Memoranda of Understanding (MOU) for the above-referenced representation units, effective February 17, 2025. The estimated cost for Fiscal Year (FY) 2024-25 is \$510,019, \$31,240 of which is Net County Cost (NCC) and includes related retirement costs. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the previously negotiated terms and conditions of the respective contracts would remain unchanged.

FISCAL IMPACT:

The estimated cost of the recommended actions for FY 2024-25 is approximately \$510,019, \$31,240 of which is NCC. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed. The estimated cost for FY 2025-26 is approximately \$1,326,050, \$81,225 of which is NCC. Sufficient appropriations will be included in the impacted department's FY 2025-26 budget requests. All matters regarding pensionability are not final until agendized and determined by the Fresno County Employees' Retirement Association's (FCERA) Board. Associated costs and financial implications are based on advice and estimates are subject to change based on the determination of the FCERA Board.

DISCUSSION:

Your Board's representatives have negotiated tentative agreements with representatives for the above referenced Representation Units regarding reopeners to their respective MOUs pertaining to Bilingual Skill Pay.

The significant components of the agreements are as follows:

- Two Tiers of Bilingual Certification:
 - Basic Bilingual Proficiency Requirement (BPR).
 - Ability to converse and translate a second language orally.
 - Advanced Bilingual Proficiency Requirement (ABPR).
 - Ability to converse, read, write, and translate a second language.
 - Requires recertification at least annually.
- Pay Provisions:
 - BPR: \$60 per pay period.
 - ABPR: \$100 per pay period.
 - Eligible employees may receive only one level of Bilingual Skill Pay per pay period.
- Effective Date:
 - February 17, 2025.

Allocations are at Department discretion with the approval of Human Resources and shall be included in departmental budget appropriations.

All matters regarding pensionability are not final until agendized and determined by FCERA's Board. Associated costs and financial implications are based on advice and estimates are subject to change based on the determination of the FCERA Board.

REFERENCE MATERIAL:

BAI #39, December 12, 2023

BAI #32, January 23, 2024

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to Memorandum of Understanding for SEIU Units 3, 4, 12, 22, and 36

Addendum to Memorandum of Understanding for Unit 31

CAO ANALYST:

Paige Benavides