



Board Agenda Item 27

DATE: March 17, 2026
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Memorandum of Understanding for Representation Units 3, 4, 12, 22, and 36

RECOMMENDED ACTION(S):

1. **Approve the successor Memoranda of Understanding for the following Representation Units, represented by Service Employees International Union (SEIU) Local 521, effective March 16, 2026, through March 14, 2027:**
 - 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;**
2. **Approve a Salary Resolution Amendment increasing the Annual Leave IV Cap from 600 hours to 650 hours for all Unrepresented and Management (including Senior Management, Senior Management Supervisors, Assistant Department Head and Department Head) classifications, effective April 27, 2026, as reflected on Appendix "B"; and**
3. **Approve related Salary Resolution Amendments, effective March 16, 2026, as reflected on Appendix "B"**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding the successor Memoranda of Understanding (MOU) for the above-named representation units, effective March 16, 2026, through March 14, 2027. The estimated costs for FY 2025-26 are \$1,411,195; \$81,237 of which is NCC and includes related retirement costs. Impacted department appropriations will be monitored and adjustments will be brought to your Board 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 negotiations with SEIU would continue and the Annual Leave Cap would remain unchanged for unrepresented employees.

FISCAL IMPACT:

The total estimated cost of the negotiated terms and conditions for FY 2025-26 is approximately \$1,411,195; \$81,237 of which is NCC and includes related retirement costs. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed. The estimated cost for FY 2026-27 is \$4,198,462; \$245,420 of which is NCC. Sufficient appropriations will be included in the County's FY 2026-27 budget request.

DISCUSSION:

Your Board's representatives have met and conferred with representatives for SEIU membership regarding successor MOUs (the prior MOUs expired on January 18, 2026). A tentative agreement was reached and subsequently ratified by SEIU membership. Approval of the first recommended action would effectuate the tentative agreements with the respective bargaining groups.

The significant components of the agreements are as follows:

- MOU Term:
 - March 16, 2026, through March 14, 2027
- Salary Adjustments:
 - Effective March 16, 2026:
 - 1% increase for all classifications in Units 3, 4, 12, 22, and 36
- Annual Leave:
 - Increase cap from 600 hours to 650 hours, effective April 27, 2026.
- Compensatory Time Off:
 - Effective July 6, 2026, employees within the Supervising Juvenile Correctional Officer classification (SJCO), are eligible to accrue compensatory time off (CTO) up to a combined maximum of fifty (50) hours (24 of which may be Holiday Accrual). Employees may request to be paid in cash at any time for accrued hours. Use of CTO shall be at a time mutually agreed upon by the employee and the department head or their designee. Any remaining CTO and Holiday CTO balances will be automatically paid out in cash the first pay period of the following fiscal year.
- Bilingual Skill Pay:
 - Reinstitution of the grandfathering period of the Advanced Bilingual Proficiency Requirement (ABPR), effective March 16, 2026, through January 1, 2027, for current employees previously approved for the prior grandfathering period. This will allow the County additional time to secure a vendor capable of meeting the testing requirements needed.
 - A one-time payment will be made to the impacted employees for the period between January 5, 2026, through March 15, 2026.
- 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

Approval of the second recommended action would result in increasing the Annual Leave cap from 600 hours to 650 hours for all UNR, MGT, SMS, SMG, ADH, and HDS classifications, effective April 27, 2026.

REFERENCE MATERIAL:

BAI #32, January 23, 2024

ATTACHMENTS INCLUDED AND/OR ON FILE:

Memorandum of Understanding for Representation Unit 3
Memorandum of Understanding for Representation Unit 4
Memorandum of Understanding for Representation Unit 12
Memorandum of Understanding for Representation Unit 22
Memorandum of Understanding for Representation Unit 36
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Sevag Tateosian