



Board Agenda Item 47

DATE: April 21, 2026
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Memorandum of Understanding for Representation Unit 39

RECOMMENDED ACTION(S):

- 1. Approve the successor Memorandum of Understanding for Representation Unit 39, Operating Engineers, represented by Stationary Engineers Local 39, effective April 27, 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 39, effective April 27, 2026, through April 25, 2027. The estimated cost of the negotiated terms and conditions for FY 2025-26 is \$15,817; \$483 of which is Net County Cost (NCC). The estimated cost of the negotiated terms and conditions for FY 2026-27 is \$74,389; \$2,269 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 2025-26 is approximately \$15,817, including related retirement costs, \$483 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 \$74,389; \$2,269 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 Unit 39, Operating Engineers, represented by Stationary Engineers Local 39 (latest MOU expired December 7, 2025).

- MOU Term:
 - April 27, 2026, through April 25, 2027

- Salary Adjustments:
 - Effective April 27, 2026:
 - 1% increase for all classifications

- Annual Leave:
 - Increase cap from 600 hours to 650 hours, effective April 27, 2026.

- Compensatory Time Off (CTO):
 - Increase cap from 60 hours to 100 hours (24 of which may be Holiday Accrual), effective April 27, 2026.
 - All unused CTO hours shall be paid out in cash annually at the beginning of each Fiscal Year.

- 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#38, December 12, 2023

ATTACHMENTS INCLUDED AND/OR ON FILE:

Memorandum of Understanding for Representation Unit 39
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Sevag Tateosian