

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING FOR  
DEPUTY PROBATION OFFICERS ASSOCIATION – UNIT 11

**BILINGUAL SKILL PAY**

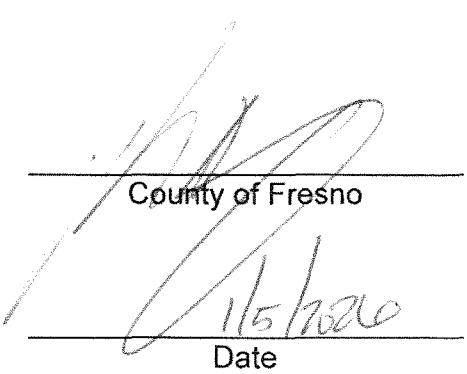
Effective February 2, 2026, the Director of Human Resources, in consultation with County Department Heads, will designate certain languages as eligible for bilingual certification, based on operational need. Bilingual assignments and allocations are subject to approval by the County Administrative Office (CAO's Office).

Employees who may be eligible for Bilingual Skill Pay will be certified to determine their proficiency in the specified language. Once the employee is bilingual certified through the proficiency exam, Bilingual Skill Pay will be granted upon Department Head approval and the employee's assignment to a qualifying position.

**Tiers of Bilingual Certification:**

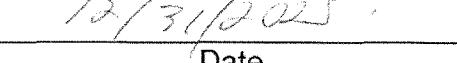
1. All employees certified for any type of Bilingual Skill Pay shall be minimally certified to the County's Basic Bilingual Proficiency Requirement (BPR). Employees who currently meet the Bilingual Pay requirements, shall be grandfathered into the BPR pay effective upon implementation of this agreement.
2. A department may create and operate an Advanced BPR (ABPR) based on operational needs subject to approval by the Director of Human Resources. Employees who currently meet the Bilingual Pay requirements, shall be grandfathered into the ABPR pay effective upon implementation of this agreement through January 1, 2026 2027.

All other terms and conditions as contained within the Bilingual Skill Pay Article shall remain unchanged.

  
County of Fresno

Date

  
Deputy Probation Officers  
Association – Unit 11

  
Date