



Board Agenda Item 52

DATE: June 30, 2026
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Memorandum of Understanding for Representation Unit 19

RECOMMENDED ACTION(S):

- 1. Approve the successor Memorandum of Understanding for Representation Unit 19, Professional Employees, represented by the Professional Association of Employees, effective July 6, 2026; and**
- 2. Approve the related Salary Resolution Amendment, as reflected on Appendix "E".**

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 19, effective July 6, 2026, through July 4, 2027. The estimated cost of the negotiated terms and conditions for FY 2026-27 is \$232,806; \$65,543 of which is Net County Cost (NCC). The estimated cost of the negotiated terms and conditions for FY 2027-28 is \$232,806; \$65,543 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 \$232,806, including related retirement costs, \$65,543 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 \$232,806; \$65,543 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 Professional Association of Employees (current MOU expires July 5, 2026).

- MOU Term:
 - July 6, 2026, through July 4, 2027
- Salary Adjustments:

- Effective July 6, 2026:
 - 1% increase for all classifications.

- Bilingual Skill Pay:
 - Increase Bilingual Skill Pay, effective July 6, 2026.
 - Two Tier System:
 - Basic Bilingual Proficiency Requirement (BPR) - \$60 per pay period.
 - Advanced Bilingual Proficiency Requirement (ABPR) - \$100 Per Pay Period.

- Shift Differential:
 - Establish a shift differential of 8%, effective July 6, 2026.

- Financial Reporting and Audits Differential:
 - Removed the sunset language, so that it no longer requires renewing.

- Annual Leave:
 - Increase cap from 600 hours to 650 hours, effective July 6, 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.

REFERENCE MATERIAL:

BAI #64, December 9, 2025
BAI #55, November 28, 2023

ATTACHMENTS INCLUDED AND/OR ON FILE:

Memorandum of Understanding for Representation Unit 19
Salary Resolution Amendment - Appendix "E"

CAO ANALYST:

Sevag Tateosian