



# Board Agenda Item 34

DATE: May 19, 2026  
TO: Board of Supervisors  
SUBMITTED BY: Hollis Magill, Director of Human Resources  
SUBJECT: Memorandum of Understanding for Representation Unit 7

RECOMMENDED ACTION(S):

- 1. Approve the successor Memorandum of Understanding for Representation Unit 7, represented by the California Nurses Association, effective May 25, 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 7, effective May 25, 2026, through May 23, 2027. The estimated cost of the negotiated terms and conditions for FY 2025-26 is \$38,695; \$908 of which is Net County Cost (NCC). The estimated cost of the negotiated terms and conditions for FY 2026-27 is \$353,654; \$8,303 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 \$38,695, including related retirement costs, \$908 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 \$353,654; \$8,303 of which is NCC. Sufficient appropriations will be included in impacted Department’s FY 2026-27 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 California Nurses Association (latest MOU expired May 10, 2026).

- MOU Term:
  - May 25, 2026, through May 23, 2027
- Salary Adjustments:

- Effective May 25, 2026:
  - 1% increase for all classifications.
  
- Bilingual Skill Pay:
  - Two Tier System:
    - Basic Bilingual Proficiency Requirement (BPR) - \$60 per pay period.
    - Advanced Bilingual Proficiency Requirement (ABPR) - \$100 Per Pay Period.
  
- Shift Differential:
  - Increase from 4% to 8%, effective May 25, 2026.
  
- Annual Leave:
  - Increase cap from 600 hours to 650 hours, effective May 25, 2026.
  
- Compensatory Time Off (CTO):
  - Increase cap from 60 hours to 100 hours (24 of which may be Holiday Accrual), effective May 25, 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#43, April 9, 2024

ATTACHMENTS INCLUDED AND/OR ON FILE:

Memorandum of Understanding for Representation Unit 7  
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Sevag Tateosian