



Board Agenda Item 46

DATE: April 21, 2026
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Memorandum of Understanding for Representation Unit 25

RECOMMENDED ACTION(S):

- 1. Approve the successor Memorandum of Understanding for Representation Unit 25, represented by the Association of Engineering Technicians, effective April 27, 2026; and**
- 2. Approve the related Salary Resolution Amendment, as reflected on Appendix "C".**

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 25, effective April 27, 2026, through April 25, 2027. The estimated cost of the negotiated terms and conditions for FY 2025-26 is \$18,623; \$350 of which is Net County Cost (NCC). The estimated cost of the negotiated terms and conditions for FY 2026-27 is \$87,585; \$1,644 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 \$18,623, including related retirement costs, \$350 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 \$87,585; \$1,644 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 the Association of Engineering Technicians (latest MOU expired February 15, 2026).

The significant components of the agreement are as follows:

- MOU Term:
 - April 27, 2026, through April 25, 2027
- Salary Adjustments:
 - Effective April 27, 2026:

- 1% increase for all classifications
- Shift Premium:
 - Increase from 6% to 8%, effective April 27, 2026.
- Annual Leave:
 - Increase cap from 600 hours to 650 hours, effective April 27, 2026.
- Compensatory Time Off (CTO):
 - Increase cap from 24 hours to 60 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#29, February 20, 2024

ATTACHMENTS INCLUDED AND/OR ON FILE:

Memorandum of Understanding for Representation Unit 25
Salary Resolution Amendment - Appendix "C"

CAO ANALYST:

Sevag Tateosian