

ARTICLE 15 -- VOLUNTARY TERM LIFE INSURANCE

The County shall deduct from SEIU bargaining unit members' biweekly paychecks premiums for Union-sponsored voluntary term life insurance, and remit such funds directly to the term life insurance provider selected by the Union (currently Mutual of Omaha), pursuant to paragraph 5 4 below.

~~The one-time startup costs (based on receiving a biweekly electronic file) shall be billed based on actual County staff time incurred at corresponding hourly rates per the Fresno County Master Schedule of Fees ("MSF"), not to exceed \$3,220. Startup costs shall be defined as the hourly labor costs which are necessarily incurred for set up of new deductions and testing through the end of the first deduction. The County shall provide the Union an itemized invoice of startup costs incurred. The Union shall submit payment to County within thirty (30) days of invoice date. Ongoing costs (based on receiving a biweekly electronic file) shall be billed based on actual County staff time incurred at the corresponding MSF hourly rates on a quarterly basis. Ongoing costs shall be defined as the hourly labor costs which are necessarily incurred in adding or deleting the voluntary term life insurance deduction from members' payroll. The County shall provide the Union an itemized invoice of ongoing costs incurred. The Union shall submit payment to the County within thirty (30) days of invoice date.~~

Upon request by the Union, the County shall provide the most current MSF, which is subject to change (i.e., rates could increase or decrease) at least once per year based on Board of Supervisor's approval.

The County shall accept biweekly electronic files in a mutually agreed upon format from the administrator of the life insurance provider, and take deductions from the participating employees' paychecks as reflected by the administrator. The administrator is responsible for the accuracy of all deductions submitted. Any incorrect deductions or refunds will be handled by the administrator.

Deductions shall begin and end based on the file sent by the administrator of the life insurance provider, provided there is enough net compensation in the employee's check to accommodate the deduction.

County shall provide to employees the same information regarding this plan as it does with regard to all other non-County-sponsored voluntary plans.

Any future payroll deductions for Union-sponsored optional benefits for its members shall require mutual agreement by both parties.

As it relates to the Agency Shop provision in the respective MOUs, the parties agree that the language: "and insurance premiums" shall be null and void. Furthermore, as it relates to the Dues Deduction provision in the Unit 36 MOU, the parties agree that the language "other monies" shall be null and void. Nothing in this article is intended to affect or impact the voluntary long-term disability program.

The continuation of the Union sponsored voluntary life insurance program for Bargaining Units 3, 4, 12, 22 and 36 may be negotiated with each successor MOU beginning ~~no sooner than~~ December 9, 2015.

The Union agrees to indemnify and hold the County harmless for any and all claims, demands, suits or other action arising from this article.

Alleged violations of this article shall be adjudicated under the Employee Grievance Resolution Procedure.

  
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County of Fresno

  
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SEIU - Local 521  
Unit 04

11-27-23  
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Date

11/6/23  
\_\_\_\_\_  
Date

ARTICLE 39 – **DETENTION FACILITY** DIFFERENTIALS

~~CCAIR Differential (NO LONGER EXISTS)~~

~~Employees of this Unit who are assigned to the Children's Crisis Assessment Intervention and Resolution (CCAIR) Unit shall be paid four dollars (\$4) per day differential when four (4) or more hours are spent in the facility. Employees assigned for fewer than four (4) hours per day shall be paid the above differential on a pro-rated basis at \$.50 per hour. Differential payments shall not exceed \$40 per pay period.~~

~~Differential payments are not included in Annual Leave payoff.~~

Detention Facility Differential

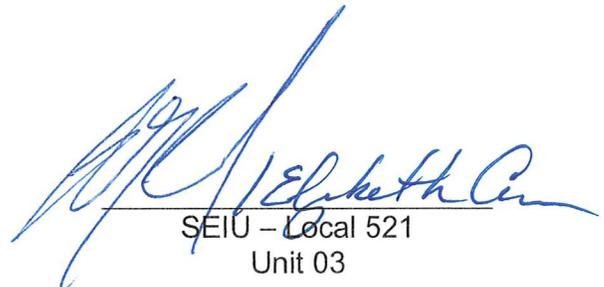
Employees of this Unit who are assigned to a County detention facility shall be paid four dollars (\$4) per day differential when four (4) or more hours are spent in any of these facilities. Employees assigned for fewer than four (4) hours per day shall be paid the above differential on a pro-rated basis at \$.50 per hour. Differential payments shall not exceed \$40 per pay period.

Differential payments are not included in Annual Leave payoff.

  
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County of Fresno

11-27-23

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Date

  
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SEIU - Local 521  
Unit 03

11/6/23

\_\_\_\_\_  
Date

ARTICLE 46 -- TIER V GENERAL RETIREMENT PLAN (PEPRA) – MANDATORY

Pursuant to the California Public Employees' Pension Reform Act of 2013 ("PEPRA;" AB 340, GC §§7522 et seq), any employee ~~newly-hired into a permanent position on or after December 24, 2012,~~ who will become a new member of FCERA on or after January 1, 2013, shall be enrolled in the State mandated defined benefit retirement formula specified in Government Code § 7522.20 and will be subject to all other retirement plan provisions as mandated by PEPRA. This state mandated retirement tier shall be known as the Tier V General Retirement Plan.

Consistent with PEPRA, the exception to being enrolled into General Tier V for any newly hired employee ~~newly hired on or after December 24, 2012,~~ who will become a new member of FCERA on or after January 1, 2013, is an individual who was previously employed by another public employer and was able to establish reciprocity with FCERA as specified in § 7522.02(c). In the case of reciprocity being established, the new employee would be enrolled into General Tier IV.

Any employees hired prior to January 1, 2013, should contact FCERA to obtain information regarding their retirement tier and benefits.

The foregoing information is only for the parties' general reference.

  
County of Fresno

  
SEIU – Local 521  
Unit 03

11-27-23  
Date

11/6/23  
Date

County Proposal  
October 19, 2023

HEALTH INSURANCE

1. Effective ~~February 7, 2022~~, December 11, 2023, on behalf of each full-time (.8 or higher FTE), the County will contribute up to the following amounts per pay period based on the employee's plan selection:

<u>Plan Selection</u>	<u>Total Contribution</u>
Employee Only	\$388
Employee plus Child(ren)	\$498
Employee plus Spouse	\$498
Employee plus Family	\$593

~~Effective December 12, 2022, on behalf of each full-time (.8 or higher FTE), the County will contribute up to the following amounts per pay period based on the employee's plan selection:~~

<u>Plan Selection</u>	<u>Total Contribution</u>
Employee Only	\$408
Employee plus Child(ren)	\$518
Employee plus Spouse	\$518
Employee plus Family	\$703

<u>Plan Selection</u>	<u>Total Contribution</u>
Employee Only	\$433
Employee plus Child(ren)	\$688
Employee plus Spouse	\$688
Employee plus Family	\$853

2. A minimum of one (1) health benefit plan, one (1) dental benefit plan, one (1) vision benefit plan, and one (1) pharmacy benefit plan will be available to employees and their dependents. If, during the term of this agreement, any of the health benefit plan(s), dental benefit plan(s), vision benefit plan, mental health plan, or the pharmacy benefit plan is unable to fulfill its contractual obligation, the County, upon consultation with the Health Benefits Advisory Committee (HBAC), if necessary, will secure a suitable replacement.
3. Any employee participating in the County's Health Benefit Program must enroll in one of the Health Insurance Plan(s), unless an employee chooses to opt out of the County's Health Benefit Program.
4. Unless otherwise court ordered, eligible employees may choose to opt out of the County's Health Benefit Program (including any related life insurance program) by completing the Opt Out Form and by providing written proof that they have medical coverage from another group health insurance plan. In addition, the employee must verify that a discontinuance of the County's Health Benefit Program does not constitute a violation of any court order or

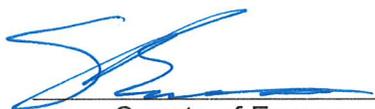
legal obligation. Eligible employees may only opt out during the designated open enrollment period for each respective Health Benefit Plan Year as defined by Human Resources or via a qualifying event (must be turned in within 30 days of the effective date of other group health insurance). Group health insurance plan is defined as employer-sponsored medical coverage.

In the event an employee, who has opted out of the County's Health Benefit Program, subsequently loses his/her alternate medical coverage due to a qualifying event as defined by the Consolidated Omnibus Budget Reconciliation Act (COBRA), the employee may re-enroll in the County's Health Benefit Program. It shall be the responsibility of the employee to notify Employee Benefits within 30 days of the qualifying event.

Any employee who opted out of the County's Health Benefit Program for any Plan Year and desires to maintain their opt out status for subsequent Health Plan Years must submit a new Opt Out Form during the open enrollment period for each respective Health Plan Year as defined by Human Resources. If an Opt Out Form for any Health Plan Year is not received in the Employee Benefits Division within the respective open enrollment period for each Plan Year as defined by Human Resources, said employee shall be enrolled in the ~~Anthem Blue Cross EPO Health Plan and DHMO~~ lowest cost Health and Dental Plan. Additionally, any employee who has opted out of the County's Health Benefit Program may re-enroll in the Program during the annual Open Enrollment period.

- ~~5. Any newly hired employee eligible to participate in the County's Health Benefit Program must enroll in one of the Health Insurance Plan(s), unless the newly hired employee chooses to opt out (as delineated in No. 4 above) of the County's Health Benefit Program no later than 30 days after date of hire. Any newly hired employee who does not select one of the Health Insurance Plans and does not opt out of the County's Health Benefit Program by the stated deadline, shall be enrolled in the Anthem Blue Cross EPO Health Plan and DHMO Dental Plan.~~
6. Effective December 17, 2018, any employee who opts out of the County's Health Benefit Program for any Plan Year and does not submit a new Opt Out Form during the open enrollment period (as outlined in No. 4 above), shall be enrolled in the lowest cost Health and Dental Plan. Additionally, any newly hired employee who does not select one of the Health Insurance Plans and does not submit an Opt Out Form (as outlined in No. 5 4 above), shall be enrolled in the lowest cost Health and Dental Plan.
7. If during the term of this agreement the State or Federal government legislates mandatory benefit levels in excess of those covered by agreement between the County and health/dental plan(s) which result in increased premiums, either the County or the employee organization may request the other party to meet and confer regarding the terms and conditions set forth herein.

8. Pursuant to the HBAC agreement, the parties agree to continue to meet and discuss the County's health benefit program before the commencement of each Plan Year.

  
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County of Fresno

11-27-23  
Date

  
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SEIU – Local 521  
Units 3, 4, 12, 22 & 36

11/6/23  
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County Proposal  
October 9, 2023

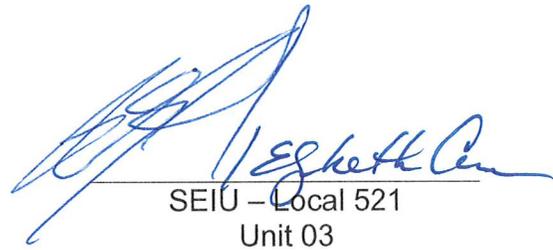
ARTICLE 56 -- MOU REOPENERS

Bilingual Skill Pay

~~The parties attempt to mutually agree on classifications to be included in scope of reopener no later than May 30, 2022. If agreement is not reached, then no reopener. If the parties reach agreement on classification to be included in reopener, then reopen no later than June 30, 2022.~~

~~Overtime Article -- Reopener on County's proposal no later than June 30, 2022.~~

  
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Date

County Proposal  
October 9, 2023

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 03 — MENTAL HEALTH PROFESSIONALS AND SOCIAL WORKERS

Salary Adjustments and Child Protective Services Assignment Differential

The salaries for the classifications listed will be adjusted to the salary range shown below, effective May 16, 2022.

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>4.5% Increase Eff. 5/16/22</u>	<u>2% Increase Eff. 1/23/23*</u>
Defense Social Worker I	1685	1761	1796
Defense Social Worker II	1857	1941	1980
Defense Social Worker III	2088	2182	2226
Medical Social Worker I	2005	2095	2137
Medical Social Worker II	2369	2476	2526
Medical Social Worker III	2467	2578	2630
Social Worker I	1685	1761	1796
Social Worker II	1857	1941	1980
Social Worker III	2088	2182	2226

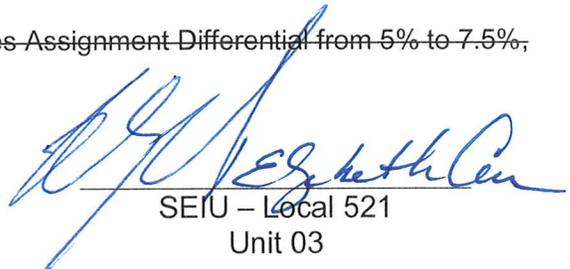
<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>5.75% Increase Eff. 5/16/22</u>	<u>2% Increase Eff. 1/23/23*</u>
Social Work Practitioner	2278	2409	2457

\*Previously approved by the Board of Supervisors on January 18, 2022.

**ARTICLE 40 — CHILD PROTECTIVE SERVICES ASSIGNMENT DIFFERENTIAL**

The parties agree to increase the Child Protective Services Assignment Differential from 5% to 7.5%, effective May 16, 2022.

  
County of Fresno

  
SEIU - Local 521  
Unit 03

11-27-23  
Date

11/6/23  
Date

County Proposal  
October 9, 2023

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
Unit 03 — MENTAL HEALTH PROFESSIONALS & SOCIAL WORKERS

Salary Range Adjustments

**Effective Date:** The effective date of this Addendum shall be November 28, 2022.

**Salary Range Adjustments:** The salary for the following classifications will be adjusted to the salary range shown below.

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>5% Increase Eff. 11/28/22</u>	<u>2% Increase Eff 1/23/23*</u>	<u>5% Increase Eff. 6/12/23</u>
Licensed Mental Health Clinician	2738	2875	2933	3080
Sr. Licensed Mental Health Clinician	3012	3163	3226	3387
Unlicensed Mental Health Clinician	2490	2615	2667	2800
Utilization Review Specialist	3164	3322	3388	3557

\*Previously approved by the Board of Supervisors on January 18, 2022.

  
County of Fresno

  
SEIU - Local 521  
Unit 03

11-27-23  
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County Proposal  
October 19, 2023

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
~~SEIU LOCAL 521 UNITS 3, 4, 12, 22 & 36~~

HEALTH INSURANCE

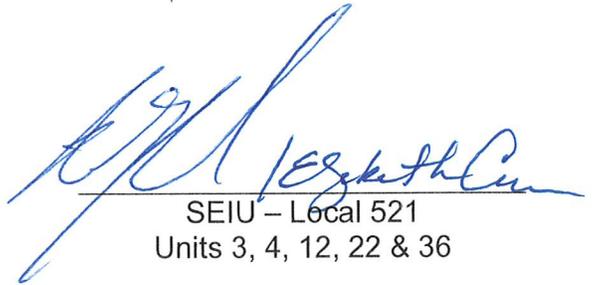
1. ~~Effective December 11, 2023, on behalf of each full-time employee (.8 or higher FTE), the County will contribute up to the following amounts per pay period based on the employee's plan selection:~~

<u>Plan Selection</u>	<u>Total Contribution</u>
Employee Only	\$433
Employee plus Child(ren)	\$668
Employee plus Spouse	\$668
Employee plus Family	\$853

~~All other terms and conditions as contained within the Health Insurance Article shall remain unchanged.~~

  
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County of Fresno

11-27-23  
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SEIU - Local 521  
Units 3, 4, 12, 22 & 36

11/6/23  
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Date

ARTICLE 16 -- VOLUNTARY TERM LIFE INSURANCE

The County shall deduct from SEIU bargaining unit members' biweekly paychecks premiums for Union-sponsored voluntary term life insurance, and remit such funds directly to the term life insurance provider selected by the Union (currently Mutual of Omaha), pursuant to paragraph 5 ~~4~~ below.

~~The one-time startup costs (based on receiving a biweekly electronic file) shall be billed based on actual County staff time incurred at corresponding hourly rates per the Fresno County Master Schedule of Fees ("MSF"), not to exceed \$3,220. Startup costs shall be defined as the hourly labor costs which are necessarily incurred for set up of new deductions and testing through the end of the first deduction. The County shall provide the Union an itemized invoice of startup costs incurred. The Union shall submit payment to County within thirty (30) days of invoice date. Ongoing costs (based on receiving a biweekly electronic file) shall be billed based on actual County staff time incurred at the corresponding MSF hourly rates on a quarterly basis. Ongoing costs shall be defined as the hourly labor costs which are necessarily incurred in adding or deleting the voluntary term life insurance deduction from members' payroll. The County shall provide the Union an itemized invoice of ongoing costs incurred. The Union shall submit payment to the County within thirty (30) days of invoice date.~~

Upon request by the Union, the County shall provide the most current MSF, which is subject to change (i.e., rates could increase or decrease) at least once per year based on Board of Supervisor's approval.

The County shall accept biweekly electronic files in a mutually agreed upon format from the administrator of the life insurance provider, and take deductions from the participating employees' paychecks as reflected by the administrator. The administrator is responsible for the accuracy of all deductions submitted. Any incorrect deductions or refunds will be handled by the administrator.

Deductions shall begin and end based on the file sent by the administrator of the life insurance provider, provided there is enough net compensation in the employee's check to accommodate the deduction.

County shall provide to employees the same information regarding this plan as it does with regard to all other non-County-sponsored voluntary plans.

Any future payroll deductions for Union-sponsored optional benefits for its members shall require mutual agreement by both parties.

As it relates to the Agency Shop provision in the respective MOUs, the parties agree that the language: "and insurance premiums" shall be null and void. Furthermore, as it relates to the Dues Deduction provision in the Unit 36 MOU, the parties agree that the language "other monies" shall be null and void. Nothing in this article is intended to affect or impact the voluntary long-term disability program.

The continuation of the Union sponsored voluntary life insurance program for Bargaining Units 3, 4, 12, 22 and 36 may be negotiated with each successor MOU ~~beginning no sooner than~~ December 9, 2015.

The Union agrees to indemnify and hold the County harmless for any and all claims, demands, suits or other action arising from this article.

Alleged violations of this article shall be adjudicated under the Employee Grievance Resolution Procedure.

  
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County of Fresno

11-27-23  
Date

  
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SEIU - Local 521  
Unit 04

11/6/23  
Date

ARTICLE 41-- TIER V GENERAL RETIREMENT PLAN (PEPRA) – MANDATORY

Pursuant to the California Public Employees' Pension Reform Act of 2013 ("PEPRA;" AB 340, GC §§7522 et seq), any employee ~~newly-hired~~ into a permanent position ~~on or after December 24, 2012,~~ who will become a new member of FCERA on or after January 1, 2013, shall be enrolled in the State mandated defined benefit retirement formula specified in Government Code § 7522.20 and will be subject to all other retirement plan provisions as mandated by PEPRA. This state mandated retirement tier shall be known as the Tier V General Retirement Plan.

Consistent with PEPRA, the exception to being enrolled into General Tier V for any newly hired employee ~~newly hired on or after December 24, 2012,~~ who will become a new member of FCERA on or after January 1, 2013, is an individual who was previously employed by another public employer and was able to establish reciprocity with FCERA as specified in § 7522.02(c). In the case of reciprocity being established, the new employee would be enrolled into General Tier IV.

Any employees hired prior to January 1, 2013, should contact FCERA to obtain information regarding their retirement tier and benefits.

The foregoing information is only for the parties' general reference.



County of Fresno

11-27-23

Date



SEIU - Local 521  
Unit 04

11/6/23

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County Proposal  
October 19, 2023

HEALTH INSURANCE

1. Effective ~~February 7, 2022~~, December 11, 2023, on behalf of each full-time (.8 or higher FTE), the County will contribute up to the following amounts per pay period based on the employee's plan selection:

<u>Plan Selection</u>	<u>Total Contribution</u>
Employee Only	\$388
Employee plus Child(ren)	\$498
Employee plus Spouse	\$498
Employee plus Family	\$593

~~Effective December 12, 2022, on behalf of each full-time (.8 or higher FTE), the County will contribute up to the following amounts per pay period based on the employee's plan selection:~~

<u>Plan Selection</u>	<u>Total Contribution</u>
Employee Only	\$408
Employee plus Child(ren)	\$518
Employee plus Spouse	\$518
Employee plus Family	\$703

<u>Plan Selection</u>	<u>Total Contribution</u>
<u>Employee Only</u>	<u>\$433</u>
<u>Employee plus Child(ren)</u>	<u>\$688</u>
<u>Employee plus Spouse</u>	<u>\$688</u>
<u>Employee plus Family</u>	<u>\$853</u>

2. A minimum of one (1) health benefit plan, one (1) dental benefit plan, one (1) vision benefit plan, and one (1) pharmacy benefit plan will be available to employees and their dependents. If, during the term of this agreement, any of the health benefit plan(s), dental benefit plan(s), vision benefit plan, mental health plan, or the pharmacy benefit plan is unable to fulfill its contractual obligation, the County, upon consultation with the Health Benefits Advisory Committee (HBAC), if necessary, will secure a suitable replacement.
3. Any employee participating in the County's Health Benefit Program must enroll in one of the Health Insurance Plan(s), unless an employee chooses to opt out of the County's Health Benefit Program.
4. Unless otherwise court ordered, eligible employees may choose to opt out of the County's Health Benefit Program (including any related life insurance program) by completing the Opt Out Form and by providing written proof that they have medical coverage from another group health insurance plan. In addition, the employee must verify that a discontinuance of the County's Health Benefit Program does not constitute a violation of any court order or

legal obligation. Eligible employees may only opt out during the designated open enrollment period for each respective Health Benefit Plan Year as defined by Human Resources or via a qualifying event (must be turned in within 30 days of the effective date of other group health insurance). Group health insurance plan is defined as employer-sponsored medical coverage.

In the event an employee, who has opted out of the County's Health Benefit Program, subsequently loses his/her alternate medical coverage due to a qualifying event as defined by the Consolidated Omnibus Budget Reconciliation Act (COBRA), the employee may re-enroll in the County's Health Benefit Program. It shall be the responsibility of the employee to notify Employee Benefits within 30 days of the qualifying event.

Any employee who opted out of the County's Health Benefit Program for any Plan Year and desires to maintain their opt out status for subsequent Health Plan Years must submit a new Opt Out Form during the open enrollment period for each respective Health Plan Year as defined by Human Resources. If an Opt Out Form for any Health Plan Year is not received in the Employee Benefits Division within the respective open enrollment period for each Plan Year as defined by Human Resources, said employee shall be enrolled in the ~~Anthem Blue Cross EPO Health Plan and DHMO~~ lowest cost Health and Dental Plan. Additionally, any employee who has opted out of the County's Health Benefit Program may re-enroll in the Program during the annual Open Enrollment period.

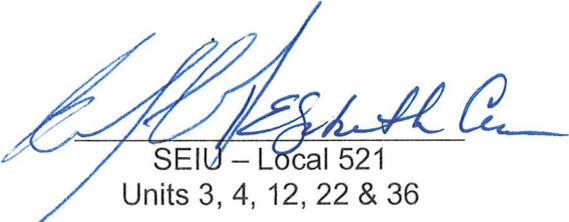
- ~~5. Any newly hired employee eligible to participate in the County's Health Benefit Program must enroll in one of the Health Insurance Plan(s), unless the newly hired employee chooses to opt out (as delineated in No. 4 above) of the County's Health Benefit Program no later than 30 days after date of hire. Any newly hired employee who does not select one of the Health Insurance Plans and does not opt out of the County's Health Benefit Program by the stated deadline, shall be enrolled in the Anthem Blue Cross EPO Health Plan and DHMO Dental Plan.~~
6. Effective December 17, 2018, any employee who opts out of the County's Health Benefit Program for any Plan Year and does not submit a new Opt Out Form during the open enrollment period (as outlined in No. 4 above), shall be enrolled in the lowest cost Health and Dental Plan. Additionally, any newly hired employee who does not select one of the Health Insurance Plans and does not submit an Opt Out Form (as outlined in No. ~~5~~ 4 above), shall be enrolled in the lowest cost Health and Dental Plan.
7. If during the term of this agreement the State or Federal government legislates mandatory benefit levels in excess of those covered by agreement between the County and health/dental plan(s) which result in increased premiums, either the County or the employee organization may request the other party to meet and confer regarding the terms and conditions set forth herein.

8. Pursuant to the HBAC agreement, the parties agree to continue to meet and discuss the County's health benefit program before the commencement of each Plan Year.



County of Fresno

11-27-23  
Date



SEIU - Local 521  
Units 3, 4, 12, 22 & 36

11/6/23  
Date

County Proposal  
October 9, 2023

ARTICLE 56 — MOU REOPENERS

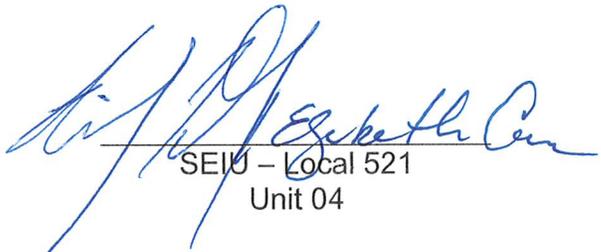
Bilingual Skill Pay

~~The parties attempt to mutually agree on classifications to be included in scope of reopener no later than May 30, 2022. If agreement is not reached, then no reopener. If the parties reach agreement on classification to be included in reopener, then reopen no later than June 30, 2022.~~

~~Overtime Article — Reopener on County's proposal no later than June 30, 2022.~~

  
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County of Fresno

11-27-23  
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SEIU - Local 521  
Unit 04

11/6/23  
\_\_\_\_\_  
Date

County Proposal  
October 9, 2023

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 04 — ELIGIBILITY WORKERS

Salary Range Adjustment — Social Worker Aide

~~**Effective Date:** The effective date of this Addendum shall be May 16, 2022.~~

~~**Social Worker Aide Salary Range Adjustments:** The salary for this classification will be adjusted to the salary range shown below.~~

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>Salary Range Eff. 5/16/22</u>	<u>2% Increase Eff. 1/23/23*</u>
Social Worker Aide	1189	1200	1224

~~\*Previously approved by the Board of Supervisors on January 18, 2022.~~

  
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County of Fresno

11-27-23  
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SEIU - Local 521  
Unit 04

11/6/23  
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Date

County Proposal  
October 9, 2023

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
Unit 04 — ELIGIBILITY WORKERS

Equity Adjustment — Eligibility Worker I/II/III

The parties agree to a 9% equity adjustment for the Eligibility Worker I/II/III classification series effective October 31, 2022.

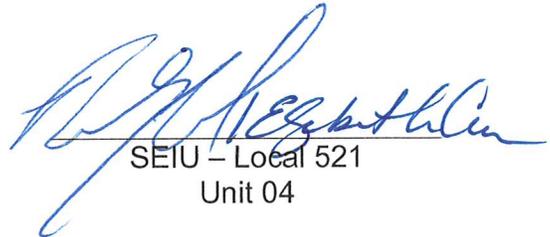
<u>Classification</u>	<u>Bi-Weekly Salary Range</u>	<u>9% Equity Adj. Eff 10/31/22</u>	<u>2% Salary Inc. Eff 1/23/23*</u>
Eligibility Worker I	1305	1422	1450
Eligibility Worker II	1438	1567	1598
Eligibility Worker III	1670	1820	1856

\*Previously approved by the Board of Supervisors on January 18, 2022.

  
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County of Fresno

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ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 04 – ELIGIBILITY WORKERS

Substance Abuse Specialist I/II Class Consolidation & Salary Adjustments

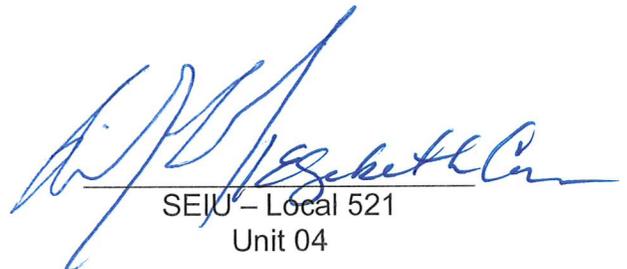
This Addendum codifies the consolidation of the Substance Abuse Specialist I/II classification series into a standalone classification, effective November 28, 2022. Additionally, the parties agree to adjust the salary range as shown below.

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>4% Increase Eff 12/12/22</u>	<u>2% Increase Eff 1/23/23*</u>	<u>3% Increase Eff. 6/12/23</u>
Substance Abuse Specialist I	1577			
Substance Abuse Specialist II	1739	1809	1845	1900

\*Previously approved by the Board of Supervisors on January 18, 2022.

  
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County of Fresno

11-27-23  
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SEIU – Local 521  
Unit 04

11/6/23  
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Date

County Proposal  
October 9, 2023

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 04 — ELIGIBILITY WORKERS

Salary Range Adjustment — Social Worker Aide

Effective Date: The effective date of this Addendum shall be November 28, 2022.

Salary Range Adjustments: The salary for the following classification will be adjusted to the salary range shown below.

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>5% Increase Eff. 11/28/22</u>	<u>2% Increase Eff. 1/23/23*</u>	<u>5% Increase Eff. 6/12/23</u>
Social Worker Aide	1200	1260	1285	1349

\*Previously approved by the Board of Supervisors on January 18, 2022.

  
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County of Fresno

  
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SEIU – Local 521  
Unit 04

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11/6/23  
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County Proposal  
October 9, 2023

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 04 — ELIGIBILITY WORKERS

The parties agree to modify the Standby article as shown below. All other terms and conditions remain unchanged.

ARTICLE 26 — STANDBY

Employees who are placed on standby shall be compensated for time on call at the rate of two and 50/100 (\$2.50) per hour. Employees who are actually called back to work shall be compensated pursuant to the Call-Back Pay article. Call-Back pay and/or overtime cannot be earned concurrently with Standby pay. Effective August 21, 2023, employees placed on standby shall be compensated at the rate of \$5.00 per hour.

An employee designated as being on standby duty shall remain within a reasonable distance so as to be able to report in a timely manner, shall inform the designated management person of exactly where the employee may be reached or be available via a County pager at any time, and shall be in a fit condition to report to work.

  
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County of Fresno

11-27-23

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SEIU - Local 521  
Unit 04

11/6/23

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Date

County Proposal  
October 19, 2023

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
Unit 04 – ELIGIBILITY WORKERS

Equity Adjustment – Social Services Appeals Specialist

The parties agree to a 10% equity adjustment for the Social Services Appeals Specialist classification effective October 16, 2023.

<u>Classification</u>	<u>Bi-Weekly Salary Range</u>	<u>10% Equity Adj. Eff 10/16/23</u>
Social Services Appeals Specialist	1969	2166



County of Fresno

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Date



SEIU – Local 521  
Unit 04 – Eligibility Workers

11/6/23

Date

County Proposal  
October 19, 2023

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
~~SEIU LOCAL 521 UNITS 3, 4, 12, 22 & 36~~

HEALTH INSURANCE

1. ~~Effective December 11, 2023, on behalf of each full-time employee (.8 or higher FTE), the County will contribute up to the following amounts per pay period based on the employee's plan selection:~~

<u>Plan Selection</u>	<u>Total Contribution</u>
Employee Only	\$433
Employee plus Child(ren)	\$668
Employee plus Spouse	\$668
Employee plus Family	\$853

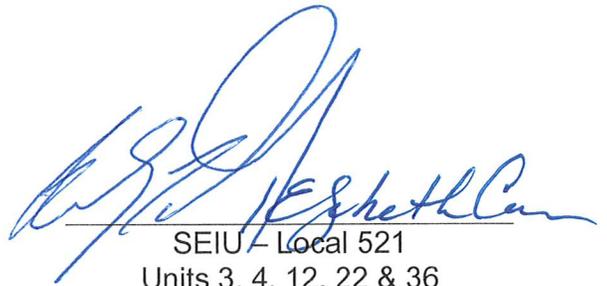
~~All other terms and conditions as contained within the Health Insurance Article shall remain unchanged.~~



County of Fresno

11-27-23

Date



SEIU - Local 521  
Units 3, 4, 12, 22 & 36

11/6/23

Date

ARTICLE 20 -- VOLUNTARY TERM LIFE INSURANCE

The County shall deduct from SEIU bargaining unit members' biweekly paychecks premiums for Union-sponsored voluntary term life insurance, and remit such funds directly to the term life insurance provider selected by the Union (currently Mutual of Omaha), pursuant to paragraph 5 4 below.

~~The one-time startup costs (based on receiving a biweekly electronic file) shall be billed based on actual County staff time incurred at corresponding hourly rates per the Fresno County Master Schedule of Fees ("MSF"), not to exceed \$3,220. Startup costs shall be defined as the hourly labor costs which are necessarily incurred for set up of new deductions and testing through the end of the first deduction. The County shall provide the Union an itemized invoice of startup costs incurred. The Union shall submit payment to County within thirty (30) days of invoice date. Ongoing costs (based on receiving a biweekly electronic file) shall be billed based on actual County staff time incurred at the corresponding MSF hourly rates on a quarterly basis. Ongoing costs shall be defined as the hourly labor costs which are necessarily incurred in adding or deleting the voluntary term life insurance deduction from members' payroll. The County shall provide the Union an itemized invoice of ongoing costs incurred. The Union shall submit payment to the County within thirty (30) days of invoice date.~~

Upon request by the Union, the County shall provide the most current MSF, which is subject to change (i.e., rates could increase or decrease) at least once per year based on Board of Supervisor's approval.

The County shall accept biweekly electronic files in a mutually agreed upon format from the administrator of the life insurance provider, and take deductions from the participating employees' paychecks as reflected by the administrator. The administrator is responsible for the accuracy of all deductions submitted. Any incorrect deductions or refunds will be handled by the administrator.

Deductions shall begin and end based on the file sent by the administrator of the life insurance provider, provided there is enough net compensation in the employee's check to accommodate the deduction.

County shall provide to employees the same information regarding this plan as it does with regard to all other non-County-sponsored voluntary plans.

Any future payroll deductions for Union-sponsored optional benefits for its members shall require mutual agreement by both parties.

~~As it relates to the Agency Shop provision in the respective MOUs, the parties agree that the language: "and insurance premiums" shall be null and void. Furthermore, as it relates to the Dues Deduction provision in the Unit 36 MOU, the parties agree that the language "other monies" shall be null and void. Nothing in this article is intended to affect or impact the voluntary long-term disability program.~~

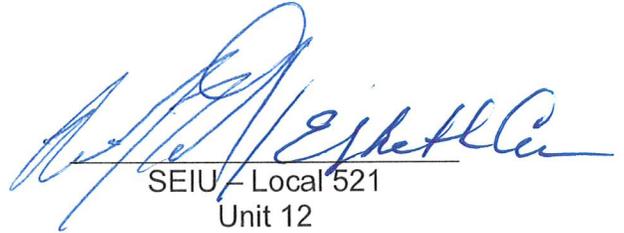
The continuation of the Union sponsored voluntary life insurance program for Bargaining Units 3, 4, 12, 22 and 36 may be negotiated with each successor MOU ~~beginning no sooner than~~ December 9, 2015.

The Union agrees to indemnify and hold the County harmless for any and all claims, demands, suits or other action arising from this article.

Alleged violations of this article shall be adjudicated under the Employee Grievance Resolution Procedure.

  
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County of Fresno

11-27-23  
\_\_\_\_\_  
Date

  
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SEIU - Local 521  
Unit 12

11/6/23  
\_\_\_\_\_  
Date

County Proposal  
October 19, 2023

HEALTH INSURANCE

1. Effective ~~February 7, 2022~~, December 11, 2023, on behalf of each full-time (.8 or higher FTE), the County will contribute up to the following amounts per pay period based on the employee's plan selection:

<u>Plan Selection</u>	<u>Total Contribution</u>
Employee Only	\$388
Employee plus Child(ren)	\$498
Employee plus Spouse	\$498
Employee plus Family	\$593

~~Effective December 12, 2022, on behalf of each full-time (.8 or higher FTE), the County will contribute up to the following amounts per pay period based on the employee's plan selection:~~

<u>Plan Selection</u>	<u>Total Contribution</u>
Employee Only	\$408
Employee plus Child(ren)	\$518
Employee plus Spouse	\$518
Employee plus Family	\$703

<u>Plan Selection</u>	<u>Total Contribution</u>
<u>Employee Only</u>	<u>\$433</u>
<u>Employee plus Child(ren)</u>	<u>\$688</u>
<u>Employee plus Spouse</u>	<u>\$688</u>
<u>Employee plus Family</u>	<u>\$853</u>

2. A minimum of one (1) health benefit plan, one (1) dental benefit plan, one (1) vision benefit plan, and one (1) pharmacy benefit plan will be available to employees and their dependents. If, during the term of this agreement, any of the health benefit plan(s), dental benefit plan(s), vision benefit plan, mental health plan, or the pharmacy benefit plan is unable to fulfill its contractual obligation, the County, upon consultation with the Health Benefits Advisory Committee (HBAC), if necessary, will secure a suitable replacement.
3. Any employee participating in the County's Health Benefit Program must enroll in one of the Health Insurance Plan(s), unless an employee chooses to opt out of the County's Health Benefit Program.
4. Unless otherwise court ordered, eligible employees may choose to opt out of the County's Health Benefit Program (including any related life insurance program) by completing the Opt Out Form and by providing written proof that they have medical coverage from another group health insurance plan. In addition, the employee must verify that a discontinuance of the County's Health Benefit Program does not constitute a violation of any court order or

legal obligation. Eligible employees may only opt out during the designated open enrollment period for each respective Health Benefit Plan Year as defined by Human Resources or via a qualifying event (must be turned in within 30 days of the effective date of other group health insurance). Group health insurance plan is defined as employer-sponsored medical coverage.

In the event an employee, who has opted out of the County's Health Benefit Program, subsequently loses his/her alternate medical coverage due to a qualifying event as defined by the Consolidated Omnibus Budget Reconciliation Act (COBRA), the employee may re-enroll in the County's Health Benefit Program. It shall be the responsibility of the employee to notify Employee Benefits within 30 days of the qualifying event.

Any employee who opted out of the County's Health Benefit Program for any Plan Year and desires to maintain their opt out status for subsequent Health Plan Years must submit a new Opt Out Form during the open enrollment period for each respective Health Plan Year as defined by Human Resources. If an Opt Out Form for any Health Plan Year is not received in the Employee Benefits Division within the respective open enrollment period for each Plan Year as defined by Human Resources, said employee shall be enrolled in the ~~Anthem Blue Cross EPO Health Plan and DHMO~~ lowest cost Health and Dental Plan. Additionally, any employee who has opted out of the County's Health Benefit Program may re-enroll in the Program during the annual Open Enrollment period.

- ~~5. Any newly hired employee eligible to participate in the County's Health Benefit Program must enroll in one of the Health Insurance Plan(s), unless the newly hired employee chooses to opt out (as delineated in No. 4 above) of the County's Health Benefit Program no later than 30 days after date of hire. Any newly hired employee who does not select one of the Health Insurance Plans and does not opt out of the County's Health Benefit Program by the stated deadline, shall be enrolled in the Anthem Blue Cross EPO Health Plan and DHMO Dental Plan.~~
6. Effective December 17, 2018, any employee who opts out of the County's Health Benefit Program for any Plan Year and does not submit a new Opt Out Form during the open enrollment period (as outlined in No. 4 above), shall be enrolled in the lowest cost Health and Dental Plan. Additionally, any newly hired employee who does not select one of the Health Insurance Plans and does not submit an Opt Out Form (as outlined in No. 5 ~~4~~ above), shall be enrolled in the lowest cost Health and Dental Plan.
7. If during the term of this agreement the State or Federal government legislates mandatory benefit levels in excess of those covered by agreement between the County and health/dental plan(s) which result in increased premiums, either the County or the employee organization may request the other party to meet and confer regarding the terms and conditions set forth herein.

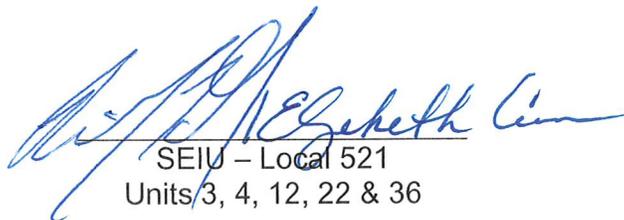
8. Pursuant to the HBAC agreement, the parties agree to continue to meet and discuss the County's health benefit program before the commencement of each Plan Year.



County of Fresno

11-27-23

Date



SEIU - Local 521  
Units 3, 4, 12, 22 & 36

11/6/23

Date

County Proposal  
October 9, 2023

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 12 — CLERICAL, PARAMEDICAL, BUILDING & SERVICE EMPLOYEES

Salary Range Adjustments

Effective Date: The effective date of this Addendum shall be November 28, 2022.

Salary Range Adjustments: The salary for the following classifications will be adjusted to the salary range shown below.

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>5% Increase Eff. 11/28/22</u>	<u>2% Increase Eff. 1/23/23*</u>	<u>5% Increase Eff. 6/12/23</u>
Administrative Assistant I	1451	1524	1554	1632
Administrative Assistant II	1606	1686	1720	1806
Behavioral Health Worker	1200	1260	1285	1349
Janitor	1200	1260	1285	1349
Legal Assistant	1320	1386	1414	1485
Maintenance Janitor	1320	1386	1414	1485
Office Assistant I	1200	1260	1285	1349
Office Assistant II	1320	1386	1414	1485
Therapy Aide	1200	1260	1285	1349

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>4% Increase Eff. 11/28/22</u>	<u>2% Increase Eff. 1/23/23*</u>	<u>3% Increase Eff. 6/12/23</u>
Community Mental Health Spec. I	1560	1622	1654	1704
Community Mental Health Spec. II	1723	1792	1828	1883

\*Previously approved by the Board of Supervisors on January 18, 2022.

  
County of Fresno

  
SEIU - Local 521  
Unit 12

11-27-23

Date

11/6/23

Date

County Proposal  
October 9, 2023

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 12 – CLERICAL, PARAMEDICAL, BUILDING & SERVICE EMPLOYEES

Salary Range Adjustments

Effective Date: The effective date of this Addendum shall be December 26, 2022.

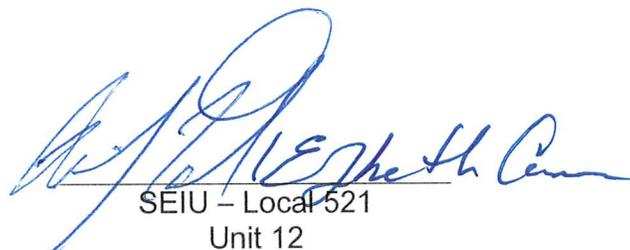
Salary Range Adjustments: The salary for the following classifications will be adjusted to the salary range shown below.

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>Bi-Weekly Salary Range Eff. 12/26/22</u>	<u>2% Increase Eff. 1/23/23*</u>
Dietary Aide	1200	1240	1265
Driver	1200	1240	1265
Library Aide	1200	1240	1265
Peer Support Specialist	1200	1240	1265

\*Previously approved by the Board of Supervisors on January 18, 2022.

  
County of Fresno

11-27-23  
Date

  
SEIU – Local 521  
Unit 12

11/6/23  
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October 9, 2023

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
CLERICAL, PARAMEDICAL, BUILDING AND SERVICE EMPLOYEES—UNIT 12

Salary Range Adjustments

~~Salary Adjustments: 5% salary increase effective March 20, 2023, and 5% salary increase effective July 10, 2023, for the classifications listed below:~~

<u>Classifications</u>	<u>Current Bi-weekly Salary Range</u>	<u>5% Increase Eff. 3/20/23</u>	<u>5% Increase Eff. 7/10/23</u>
Licensed Vocational Nurse I	1647	1729	1815
Licensed Vocational Nurse II	1804	1894	1989
Occupational Therapist I	2758	2896	3041
Occupational Therapist II	2916	3062	3215
Occupational Therapist III	3421	3592	3772
Physical Therapist I	2758	2896	3041
Physical Therapist II	2916	3062	3215
Physical Therapist III	3421	3592	3772
Psychiatric Technician I	1479	1553	1631
Psychiatric Technician II	1647	1729	1815
Psychiatric Technician III	1804	1894	1989

  
County of Fresno

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SEIU - Local 521  
Unit 12

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County Proposal  
October 9, 2023

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
~~UNIT 12 – CLERICAL, PARAMEDICAL, BUILDING & SERVICE EMPLOYEES~~

The parties agree to modify the Standby (On-Call) article as shown below. All other terms and conditions remain unchanged.

ARTICLE 35 – STANDBY (ON CALL)

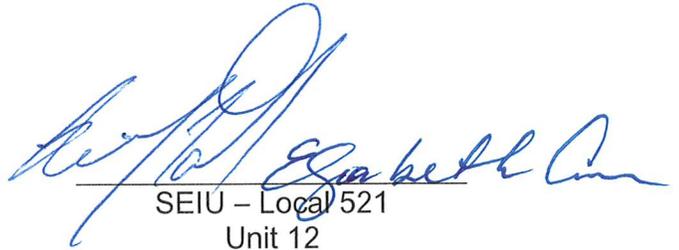
~~Employees who are placed on standby shall be compensated for time on call at the rate of two and 50/100 dollars (\$2.50) per hour. Employees who are actually called back to work shall be compensated pursuant to the Call-Back Pay article. Call-Back pay and/or overtime cannot be earned concurrently with Standby pay. Effective August 21, 2023, employees placed on standby shall be compensated at the rate of \$5.00 per hour.~~

~~Employees who are placed on standby to receive work related phone calls at home shall be compensated at time and one half (1 ½) for time actually spent on the call (this compensation is irrespective of any non-productive time which may have been worked on that day or in that week.) Compensation for phone calls shall be earned concurrently with Standby pay.~~

~~When on standby, the employee shall remain within a reasonable distance so as to be able to report in a timely manner, shall inform the designated management or supervisory person of exactly where the employee may be reached at any time, and shall be in a fit condition to report to work.~~



County of Fresno



SEIU – Local 521  
Unit 12

11-27-23

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11/6/23

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County Proposal  
October 19, 2023

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
~~SEIU LOCAL 521 UNITS 3, 4, 12, 22 & 36~~

HEALTH INSURANCE

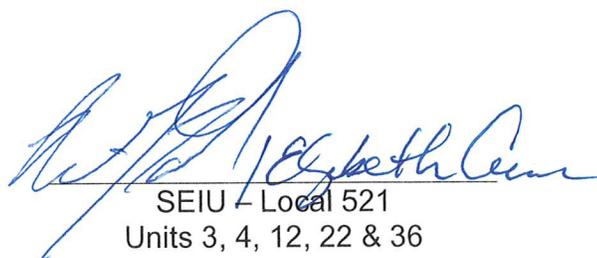
1. ~~Effective December 11, 2023, on behalf of each full-time employee (.8 or higher FTE), the County will contribute up to the following amounts per pay period based on the employee's plan selection:~~

<u>Plan Selection</u>	<u>Total Contribution</u>
Employee Only	\$433
Employee plus Child(ren)	\$668
Employee plus Spouse	\$668
Employee plus Family	\$853

~~All other terms and conditions as contained within the Health Insurance Article shall remain unchanged.~~

  
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County of Fresno

11-27-23  
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SEIU - Local 521  
Units 3, 4, 12, 22 & 36

11/6/23  
\_\_\_\_\_  
Date

County Proposal  
October 19, 2023

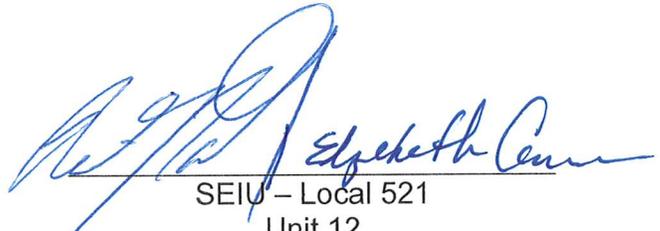
ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
Unit 12 — CLERICAL, PARAMEDICAL, BUILDING & SERVICE EMPLOYEES

Equity Adjustment — Administrative Case Worker I/II

The parties agree to a 10% equity adjustment for the Administrative Case Worker I/II classification series effective October 16, 2023.

<u>Classification</u>	<u>Bi-Weekly Salary Range</u>	<u>10% Equity Adj. Eff 10/16/23</u>
<del>Administrative Case Worker I</del>	1325	1458
<del>Administrative Case Worker II</del>	1524	1676

  
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County of Fresno

  
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SEIU — Local 521  
Unit 12

11-27-23  
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ARTICLE 38 -- VOLUNTARY TERM LIFE INSURANCE

The County shall deduct from SEIU bargaining unit members' biweekly paychecks premiums for Union-sponsored voluntary term life insurance, and remit such funds directly to the term life insurance provider selected by the Union (currently Mutual of Omaha), pursuant to paragraph 5 4 below.

~~The one-time startup costs (based on receiving a biweekly electronic file) shall be billed based on actual County staff time incurred at corresponding hourly rates per the Fresno County Master Schedule of Fees ("MSF"), not to exceed \$3,220. Startup costs shall be defined as the hourly labor costs which are necessarily incurred for set up of new deductions and testing through the end of the first deduction. The County shall provide the Union an itemized invoice of startup costs incurred. The Union shall submit payment to County within thirty (30) days of invoice date. Ongoing costs (based on receiving a biweekly electronic file) shall be billed based on actual County staff time incurred at the corresponding MSF hourly rates on a quarterly basis. Ongoing costs shall be defined as the hourly labor costs which are necessarily incurred in adding or deleting the voluntary term life insurance deduction from members' payroll. The County shall provide the Union an itemized invoice of ongoing costs incurred. The Union shall submit payment to the County within thirty (30) days of invoice date.~~

Upon request by the Union, the County shall provide the most current MSF, which is subject to change (i.e., rates could increase or decrease) at least once per year based on Board of Supervisor's approval.

The County shall accept biweekly electronic files in a mutually agreed upon format from the administrator of the life insurance provider, and take deductions from the participating employees' paychecks as reflected by the administrator. The administrator is responsible for the accuracy of all deductions submitted. Any incorrect deductions or refunds will be handled by the administrator.

Deductions shall begin and end based on the file sent by the administrator of the life insurance provider, provided there is enough net compensation in the employee's check to accommodate the deduction.

County shall provide to employees the same information regarding this plan as it does with regard to all other non-County-sponsored voluntary plans.

Any future payroll deductions for Union-sponsored optional benefits for its members shall require mutual agreement by both parties.

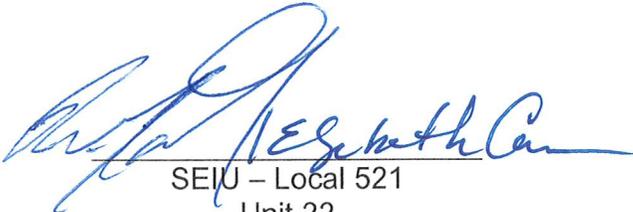
~~As it relates to the Agency Shop provision in the respective MOUs, the parties agree that the language: "and insurance premiums" shall be null and void. Furthermore, as it relates to the Dues Deduction provision in the Unit 36 MOU, the parties agree that the language "other monies" shall be null and void. Nothing in this article is intended to affect or impact the voluntary long-term disability program.~~

The continuation of the Union sponsored voluntary life insurance program for Bargaining Units 3, 4, 12, 22 and 36 may be negotiated with each successor MOU ~~beginning no sooner than~~ December 9, 2015.

The Union agrees to indemnify and hold the County harmless for any and all claims, demands, suits or other action arising from this article.

Alleged violations of this article shall be adjudicated under the Employee Grievance Resolution Procedure.

  
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County of Fresno

  
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SEIU - Local 521  
Unit 22

11-27-23  
Date

11/6/23  
Date

County Proposal  
October 19, 2023

HEALTH INSURANCE

1. Effective ~~February 7, 2022~~, December 11, 2023, on behalf of each full-time (.8 or higher FTE), the County will contribute up to the following amounts per pay period based on the employee's plan selection:

<u>Plan Selection</u>	<u>Total Contribution</u>
Employee Only	\$388
Employee plus Child(ren)	\$498
Employee plus Spouse	\$498
Employee plus Family	\$593

~~Effective December 12, 2022, on behalf of each full-time (.8 or higher FTE), the County will contribute up to the following amounts per pay period based on the employee's plan selection:~~

<u>Plan Selection</u>	<u>Total Contribution</u>
Employee Only	\$408
Employee plus Child(ren)	\$518
Employee plus Spouse	\$518
Employee plus Family	\$703

<u>Plan Selection</u>	<u>Total Contribution</u>
Employee Only	\$433
Employee plus Child(ren)	\$688
Employee plus Spouse	\$688
Employee plus Family	\$853

2. A minimum of one (1) health benefit plan, one (1) dental benefit plan, one (1) vision benefit plan, and one (1) pharmacy benefit plan will be available to employees and their dependents. If, during the term of this agreement, any of the health benefit plan(s), dental benefit plan(s), vision benefit plan, mental health plan, or the pharmacy benefit plan is unable to fulfill its contractual obligation, the County, upon consultation with the Health Benefits Advisory Committee (HBAC), if necessary, will secure a suitable replacement.
3. Any employee participating in the County's Health Benefit Program must enroll in one of the Health Insurance Plan(s), unless an employee chooses to opt out of the County's Health Benefit Program.
4. Unless otherwise court ordered, eligible employees may choose to opt out of the County's Health Benefit Program (including any related life insurance program) by completing the Opt Out Form and by providing written proof that they have medical coverage from another group health insurance plan. In addition, the employee must verify that a discontinuance of the County's Health Benefit Program does not constitute a violation of any court order or

legal obligation. Eligible employees may only opt out during the designated open enrollment period for each respective Health Benefit Plan Year as defined by Human Resources or via a qualifying event (must be turned in within 30 days of the effective date of other group health insurance). Group health insurance plan is defined as employer-sponsored medical coverage.

In the event an employee, who has opted out of the County's Health Benefit Program, subsequently loses his/her alternate medical coverage due to a qualifying event as defined by the Consolidated Omnibus Budget Reconciliation Act (COBRA), the employee may re-enroll in the County's Health Benefit Program. It shall be the responsibility of the employee to notify Employee Benefits within 30 days of the qualifying event.

Any employee who opted out of the County's Health Benefit Program for any Plan Year and desires to maintain their opt out status for subsequent Health Plan Years must submit a new Opt Out Form during the open enrollment period for each respective Health Plan Year as defined by Human Resources. If an Opt Out Form for any Health Plan Year is not received in the Employee Benefits Division within the respective open enrollment period for each Plan Year as defined by Human Resources, said employee shall be enrolled in the ~~Anthem Blue Cross EPO Health Plan and DHMO~~ lowest cost Health and Dental Plan. Additionally, any employee who has opted out of the County's Health Benefit Program may re-enroll in the Program during the annual Open Enrollment period.

- ~~5. Any newly hired employee eligible to participate in the County's Health Benefit Program must enroll in one of the Health Insurance Plan(s), unless the newly hired employee chooses to opt out (as delineated in No. 4 above) of the County's Health Benefit Program no later than 30 days after date of hire. Any newly hired employee who does not select one of the Health Insurance Plans and does not opt out of the County's Health Benefit Program by the stated deadline, shall be enrolled in the Anthem Blue Cross EPO Health Plan and DHMO Dental Plan.~~
6. Effective December 17, 2018, any employee who opts out of the County's Health Benefit Program for any Plan Year and does not submit a new Opt Out Form during the open enrollment period (as outlined in No. 4 above), shall be enrolled in the lowest cost Health and Dental Plan. Additionally, any newly hired employee who does not select one of the Health Insurance Plans and does not submit an Opt Out Form (as outlined in No. ~~5~~ 4 above), shall be enrolled in the lowest cost Health and Dental Plan.
7. If during the term of this agreement the State or Federal government legislates mandatory benefit levels in excess of those covered by agreement between the County and health/dental plan(s) which result in increased premiums, either the County or the employee organization may request the other party to meet and confer regarding the terms and conditions set forth herein.

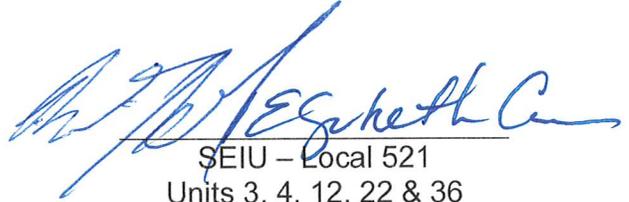
8. Pursuant to the HBAC agreement, the parties agree to continue to meet and discuss the County's health benefit program before the commencement of each Plan Year.



County of Fresno

11-27-23

Date



SEIU - Local 521  
Units 3, 4, 12, 22 & 36

11/6/23

Date

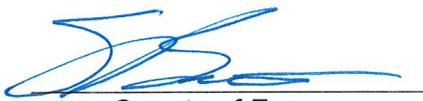
ARTICLE 50 -- TIER V GENERAL RETIREMENT PLAN (PEPRA) – MANDATORY

Pursuant to the California Public Employees' Pension Reform Act of 2013 ("PEPRA;" AB 340, GC §§7522 et seq), any employee ~~newly-hired into a permanent position on or after December 24, 2012,~~ who will become a new member of FCERA on or after January 1, 2013, shall be enrolled in the State mandated defined benefit retirement formula specified in Government Code § 7522.20 and will be subject to all other retirement plan provisions as mandated by PEPRA. This state mandated retirement tier shall be known as the Tier V General Retirement Plan.

Consistent with PEPRA, the exception to being enrolled into General Tier V for any newly hired employee ~~newly hired on or after December 24, 2012,~~ who will become a new member of FCERA on or after January 1, 2013, is an individual who was previously employed by another public employer and was able to establish reciprocity with FCERA as specified in § 7522.02(c). In the case of reciprocity being established, the new employee would be enrolled into General Tier IV.

Any employees hired prior to January 1, 2013, should contact FCERA to obtain information regarding their retirement tier and benefits.

The foregoing information is only for the parties' general reference.

  
County of Fresno

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Date

  
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Unit 22

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Date

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ARTICLE 54 -- MOU REOPENERS

Bilingual Skill Pay

~~The parties attempt to mutually agree on classifications to be included in scope of reopener no later than May 30, 2022. If agreement is not reached, then no reopener. If the parties reach agreement on classification to be included in reopener, then reopen no later than June 30, 2022.~~

~~Overtime Article -- Reopener on County's proposal no later than June 30, 2022.~~

  
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County of Fresno

  
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SEIU - Local 521  
Unit 22

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\_\_\_\_\_  
Date

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October 9, 2023

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
~~UNIT 22 – PROFESSIONAL, PARA-PROFESSIONAL &  
TECHNICAL EMPLOYEES~~

Recording Technician Classification Series

The County will reclassify thirteen (13) Office Assistant I/II (formerly Unit 12) and seven (7) Property Recording Clerk (formerly Unit 12) positions to Recording Technician I/II, and include the classification series within Unit 22, effective February 21, 2022.

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>2% Increase Eff. 1/23/23</u>
Recording Technician I*	1519	1549
Recording Technician II*	1699	1733

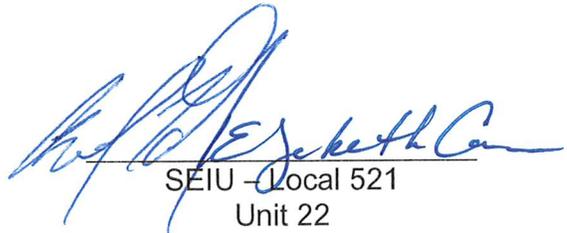
\*Classification is on 5 Step structure (@ 5% intervals)



County of Fresno

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SEIU (Local 521)  
Unit 22

(11/6/23)

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County Proposal  
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ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 22 — Professional, Para-Professional & Technical Employees

Salary Range Adjustments

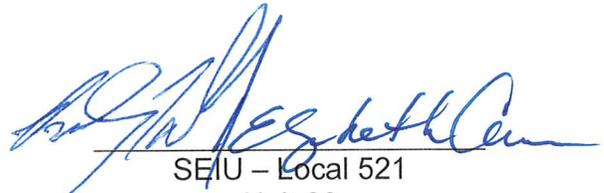
**Effective Date:** The effective date of this Addendum shall be May 16, 2022.

**Salary Range Adjustments:** The salary for the following classifications will be adjusted to the salary range shown below.

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>Salary Range Eff. 5/16/22</u>	<u>2% Increase Eff. 1/23/23*</u>
Library Assistant	1279	1320	1346
Medical Assistant	1171	1320	1346

\*Previously approved by the Board of Supervisors on January 18, 2022.

  
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County of Fresno

  
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ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 22 — Professional, Para-Professional & Technical Employees

Salary Adjustment — Cadastral Technician I/II/III

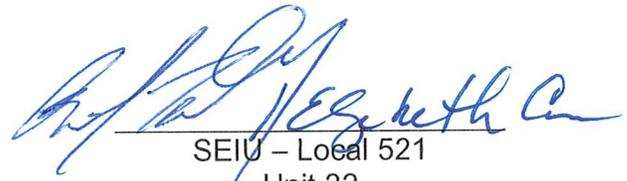
The parties agree to a 5% salary adjustment for the Cadastral Technician I/II/III classification series effective November 14, 2022.

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>5% increase Eff. 11/14/22</u>	<u>2% Increase Eff. 1/23/23*</u>
Cadastral Technician I	1629	1710	1744
Cadastral Technician II	1849	1941	1980
Cadastral Technician III	2001	2101	2143

\*Previously approved by the Board of Supervisors on January 18, 2022.

  
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ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 22 — Professional, Para-Professional & Technical Employees

Salary Range Adjustments

Effective Date: The effective date of this Addendum shall be November 28, 2022.

Salary Range Adjustments: The salary for the following classifications will be adjusted to the salary range shown below.

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>5% Increase Eff. 11/28/22</u>	<u>2% Increase Eff. 1/23/23*</u>	<u>5% Increase Eff. 6/12/23</u>
Deputy Public Administrator I	1814	1905	1943	2040
Deputy Public Administrator II	1998	2098	2140	2247
Deputy Public Guardian I	1814	1905	1943	2040
Deputy Public Guardian II	1998	2098	2140	2247
Medical Assistant	1320	1386	1414	1485

\*Previously approved by the Board of Supervisors on January 18, 2022.



County of Fresno



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ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
Unit 22 — Professional, Para-Professional & Technical Employees

Retirement Specialist Classification Series

The County of Fresno and SEIU — Local 521 agree to the following terms and conditions for the Retirement Specialist classification series:

- ~~1. Titles: The parties agree to retitle the current Retirement Specialist III classification to Senior Retirement Specialist.~~
- ~~2. Salary Increases: The parties agree to adjust the salaries as shown below, effective December 12, 2022.~~

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>Salary Eff 12/12/22</u>	<u>2% Increase Eff 1/23/23*</u>
Retirement Specialist I	1754	1952	1991
Retirement Specialist II	1930	2164	2207
Senior Retirement Specialist	2222	2499	2549

~~\*As previously approved by the Board of Supervisors on January 18, 2022.~~



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ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 22 — PROFESSIONAL, PARA-PROFESSIONAL & TECHNICAL EMPLOYEES

The parties agree to modify the Standby Pay article as shown below. All other terms and conditions remain unchanged.

ARTICLE 18 — STANDBY PAY

Employees who are placed on standby shall be compensated for the standby time at the rate of two and 50/100 (\$2.50) per hour. Employees who are actually called back to work shall be compensated pursuant to the Call-Back Pay article. Call-Back pay and/or overtime cannot be earned concurrently with Standby pay. Effective August 21, 2023, employees placed on standby shall be compensated at the rate of \$5.00 per hour.

Employees who are placed on standby who receive work-related phone calls at home shall be compensated at time and one half (1½) for time actually spent on the call (this compensation is irrespective of any non-productive time which may have been worked on that day or in that week.) Compensation for phone calls shall be earned concurrently with Standby pay.

When on standby, the employee shall remain within a reasonable distance so as to be able to report in a timely manner, shall inform the designated management or supervisory person of exactly where the employee may be reached at any time, and shall be in a fit condition to report to work.



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ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
~~SEIU LOCAL 521 UNITS 3, 4, 12, 22 & 36~~

HEALTH INSURANCE

1. ~~Effective December 11, 2023, on behalf of each full-time employee (.8 or higher FTE), the County will contribute up to the following amounts per pay period based on the employee's plan selection:~~

<u>Plan Selection</u>	<u>Total Contribution</u>
Employee Only	\$433
Employee plus Child(ren)	\$668
Employee plus Spouse	\$668
Employee plus Family	\$853

~~All other terms and conditions as contained within the Health Insurance Article shall remain unchanged.~~

  
County of Fresno

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Units 3, 4, 12, 22 & 36

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ARTICLE 40 -- VOLUNTARY TERM LIFE INSURANCE

The County shall deduct from SEIU bargaining unit members' biweekly paychecks premiums for Union-sponsored voluntary term life insurance, and remit such funds directly to the term life insurance provider selected by the Union (currently Mutual of Omaha), pursuant to paragraph 5 4 below.

~~The one-time startup costs (based on receiving a biweekly electronic file) shall be billed based on actual County staff time incurred at corresponding hourly rates per the Fresno County Master Schedule of Fees ("MSF"), not to exceed \$3,220. Startup costs shall be defined as the hourly labor costs which are necessarily incurred for set-up of new deductions and testing through the end of the first deduction. The County shall provide the Union an itemized invoice of startup costs incurred. The Union shall submit payment to County within thirty (30) days of invoice date. Ongoing costs (based on receiving a biweekly electronic file) shall be billed based on actual County staff time incurred at the corresponding MSF hourly rates on a quarterly basis. Ongoing costs shall be defined as the hourly labor costs which are necessarily incurred in adding or deleting the voluntary term life insurance deduction from members' payroll. The County shall provide the Union an itemized invoice of ongoing costs incurred. The Union shall submit payment to the County within thirty (30) days of invoice date.~~

Upon request by the Union, the County shall provide the most current MSF, which is subject to change (i.e., rates could increase or decrease) at least once per year based on Board of Supervisor's approval.

The County shall accept biweekly electronic files in a mutually agreed upon format from the administrator of the life insurance provider, and take deductions from the participating employees' paychecks as reflected by the administrator. The administrator is responsible for the accuracy of all deductions submitted. Any incorrect deductions or refunds will be handled by the administrator.

Deductions shall begin and end based on the file sent by the administrator of the life insurance provider, provided there is enough net compensation in the employee's check to accommodate the deduction.

County shall provide to employees the same information regarding this plan as it does with regard to all other non-County-sponsored voluntary plans.

Any future payroll deductions for Union-sponsored optional benefits for its members shall require mutual agreement by both parties.

As it relates to the Agency Shop provision in the respective MOUs, the parties agree that the language: "and insurance premiums" shall be null and void. Furthermore, as it relates to the Dues Deduction provision in the Unit 36 MOU, the parties agree that the language "other monies" shall be null and void. Nothing in this article is intended to affect or impact the voluntary long-term disability program.

The continuation of the Union sponsored voluntary life insurance program for Bargaining Units 3, 4, 12, 22 and 36 may be negotiated with each successor MOU ~~beginning no sooner than December 9, 2015.~~

The Union agrees to indemnify and hold the County harmless for any and all claims, demands, suits or other action arising from this article.

Alleged violations of this article shall be adjudicated under the Employee Grievance Resolution Procedure.

  
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County of Fresno

  
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ARTICLE 53 -- TIER V GENERAL RETIREMENT PLAN (PEPRA) – MANDATORY

Pursuant to the California Public Employees' Pension Reform Act of 2013 ("PEPRA;" AB 340, GC §§7522 et seq), any employee ~~newly hired into a permanent position on or after December 24, 2012,~~ who will become a new member of FCERA on or after January 1, 2013, shall be enrolled in the State mandated defined benefit retirement formula specified in Government Code § 7522.20 and will be subject to all other retirement plan provisions as mandated by PEPRA. This state mandated retirement tier shall be known as the Tier V General Retirement Plan.

Consistent with PEPRA, the exception to being enrolled into General Tier V for any newly hired employee ~~newly hired on or after December 24, 2012,~~ who will become a new member of FCERA on or after January 1, 2013, is an individual who was previously employed by another public employer and was able to establish reciprocity with FCERA as specified in § 7522.02(c). In the case of reciprocity being established, the new employee would be enrolled into General Tier IV.

Any employees hired prior to January 1, 2013, should contact FCERA to obtain information regarding their retirement tier and benefits.

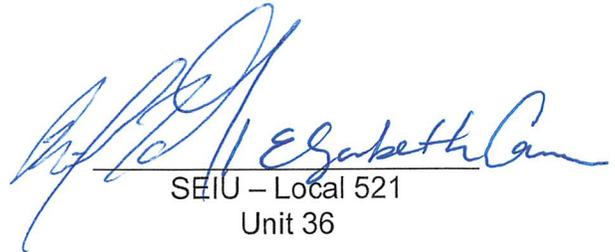
The foregoing information is only for the parties' general reference.



County of Fresno

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Unit 36

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HEALTH INSURANCE

1. Effective ~~February 7, 2022~~, December 11, 2023, on behalf of each full-time (.8 or higher FTE), the County will contribute up to the following amounts per pay period based on the employee's plan selection:

<u>Plan Selection</u>	<u>Total Contribution</u>
<del>Employee Only</del>	<del>\$388</del>
<del>Employee plus Child(ren)</del>	<del>\$498</del>
<del>Employee plus Spouse</del>	<del>\$498</del>
<del>Employee plus Family</del>	<del>\$593</del>

~~Effective December 12, 2022, on behalf of each full-time (.8 or higher FTE), the County will contribute up to the following amounts per pay period based on the employee's plan selection:~~

<u>Plan Selection</u>	<u>Total Contribution</u>
<del>Employee Only</del>	<del>\$408</del>
<del>Employee plus Child(ren)</del>	<del>\$518</del>
<del>Employee plus Spouse</del>	<del>\$518</del>
<del>Employee plus Family</del>	<del>\$703</del>

<u>Plan Selection</u>	<u>Total Contribution</u>
<u>Employee Only</u>	<u>\$433</u>
<u>Employee plus Child(ren)</u>	<u>\$688</u>
<u>Employee plus Spouse</u>	<u>\$688</u>
<u>Employee plus Family</u>	<u>\$853</u>

2. A minimum of one (1) health benefit plan, one (1) dental benefit plan, one (1) vision benefit plan, and one (1) pharmacy benefit plan will be available to employees and their dependents. If, during the term of this agreement, any of the health benefit plan(s), dental benefit plan(s), vision benefit plan, mental health plan, or the pharmacy benefit plan is unable to fulfill its contractual obligation, the County, upon consultation with the Health Benefits Advisory Committee (HBAC), if necessary, will secure a suitable replacement.
3. Any employee participating in the County's Health Benefit Program must enroll in one of the Health Insurance Plan(s), unless an employee chooses to opt out of the County's Health Benefit Program.
4. Unless otherwise court ordered, eligible employees may choose to opt out of the County's Health Benefit Program (including any related life insurance program) by completing the Opt Out Form and by providing written proof that they have medical coverage from another group health insurance plan. In addition, the employee must verify that a discontinuance of the County's Health Benefit Program does not constitute a violation of any court order or

legal obligation. Eligible employees may only opt out during the designated open enrollment period for each respective Health Benefit Plan Year as defined by Human Resources or via a qualifying event (must be turned in within 30 days of the effective date of other group health insurance). Group health insurance plan is defined as employer-sponsored medical coverage.

In the event an employee, who has opted out of the County's Health Benefit Program, subsequently loses his/her alternate medical coverage due to a qualifying event as defined by the Consolidated Omnibus Budget Reconciliation Act (COBRA), the employee may re-enroll in the County's Health Benefit Program. It shall be the responsibility of the employee to notify Employee Benefits within 30 days of the qualifying event.

Any employee who opted out of the County's Health Benefit Program for any Plan Year and desires to maintain their opt out status for subsequent Health Plan Years must submit a new Opt Out Form during the open enrollment period for each respective Health Plan Year as defined by Human Resources. If an Opt Out Form for any Health Plan Year is not received in the Employee Benefits Division within the respective open enrollment period for each Plan Year as defined by Human Resources, said employee shall be enrolled in the ~~Anthem Blue Cross EPO Health Plan and DHMO~~ lowest cost Health and Dental Plan. Additionally, any employee who has opted out of the County's Health Benefit Program may re-enroll in the Program during the annual Open Enrollment period.

- ~~5. Any newly hired employee eligible to participate in the County's Health Benefit Program must enroll in one of the Health Insurance Plan(s), unless the newly hired employee chooses to opt out (as delineated in No. 4 above) of the County's Health Benefit Program no later than 30 days after date of hire. Any newly hired employee who does not select one of the Health Insurance Plans and does not opt out of the County's Health Benefit Program by the stated deadline, shall be enrolled in the Anthem Blue Cross EPO Health Plan and DHMO Dental Plan.~~
6. Effective December 17, 2018, any employee who opts out of the County's Health Benefit Program for any Plan Year and does not submit a new Opt Out Form during the open enrollment period (as outlined in No. 4 above), shall be enrolled in the lowest cost Health and Dental Plan. Additionally, any newly hired employee who does not select one of the Health Insurance Plans and does not submit an Opt Out Form (as outlined in No. ~~5~~ 4 above), shall be enrolled in the lowest cost Health and Dental Plan.
7. If during the term of this agreement the State or Federal government legislates mandatory benefit levels in excess of those covered by agreement between the County and health/dental plan(s) which result in increased premiums, either the County or the employee organization may request the other party to meet and confer regarding the terms and conditions set forth herein.

8. Pursuant to the HBAC agreement, the parties agree to continue to meet and discuss the County's health benefit program before the commencement of each Plan Year.

  
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ARTICLE 58 – MOU REOPENERS

Bilingual Skill Pay

~~The parties attempt to mutually agree on classifications to be included in scope of reopener no later than May 30, 2022. If agreement is not reached, then no reopener. If the parties reach agreement on classification to be included in reopener, then reopen no later than June 30, 2022.~~

~~Overtime Article – Reopener on County’s proposal no later than June 30, 2022.~~

  
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County of Fresno

  
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ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 36 — SUPERVISORY EMPLOYEES

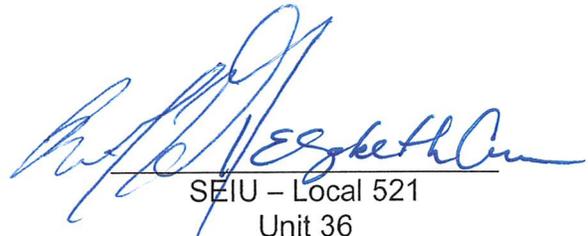
Supervising Recording Technician Classification

The County will reclassify three (3) Supervising Office Assistant positions to Supervising Recording Technician and include the classification within Unit 36, effective February 21, 2022.

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>2% Increase Eff. 1/23/23</u>
Supervising Recording Technician*	4928	4967

\*Classification is on 5 Step structure (@ 5% intervals)

  
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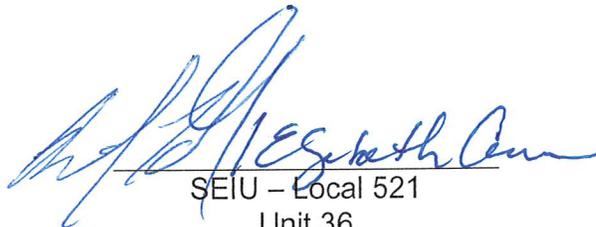
ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 36 — SUPERVISORY EMPLOYEES

Child Protective Services Assignment Differential

The parties agree to increase the Child Protective Services Assignment Differential from 5% to 7.5%, effective May 16, 2022.



County of Fresno



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ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 36 — SUPERVISORY EMPLOYEES

Salary Range Adjustment — Supervising Janitor

Effective Date: The effective date of this Addendum shall be May 16, 2022.

Supervising Janitor Salary Range Adjustments: The salary for this classification will be adjusted to the salary range shown below.

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>Salary Range Eff. 5/16/22</u>	<u>2% Increase Eff. 1/23/23*</u>
Supervising Janitor	1272	1452	1481

\*Previously approved by the Board of Supervisors on January 18, 2022.



County of Fresno



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ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
Unit 36 — SUPERVISORY EMPLOYEES

Salary Adjustments — Disposal Site Lead Supervisor and  
Road Operations Lead Supervisor

**Salary Adjustments:** Effective June 27, 2022, and June 26, 2023, as indicated below to avoid compaction with subordinate classifications.

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>Salary Eff. 6/27/22</u>	<u>2% Increase* Eff. 1/23/23</u>	<u>5% Increase Eff. 6/26/23</u>
Disposal Site Lead Supervisor	4990	2229	2274	2388
Road Operations Lead Supervisor	2420	2229	2274	2388

\*Previously approved by the Board of Supervisors on January 18, 2022.



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Elizabeth Carr  
SEIU – Local 521  
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ADDENDUM  
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SUPERVISORY EMPLOYEES — UNIT 36

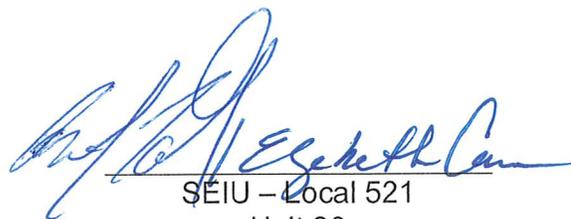
Salary Range Adjustments — Supervising Public Health Nurse

**Salary Adjustments:** 5% salary increase effective March 20, 2023, and 5% salary increase effective July 10, 2023, for the classification listed below.

<u>Classifications</u>	<u>Current Bi-weekly Salary Range</u>	<u>5% Increase Eff. 03/20/23</u>	<u>5% Increase Eff. 07/10/23</u>
Supervising Public Health Nurse	3993	4193	4403



County of Fresno



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ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
SUPERVISORY EMPLOYEES — UNIT 36

Salary Range Adjustments

~~**Salary Adjustments:** 6.72% salary increase effective May 1, 2023, for the classifications listed below.~~

<u>Classifications</u>	<u>Current Bi-weekly Salary Range</u>	<u>6.72% Increase Eff. 05/01/23</u>
Master Automotive Mechanic	2290	2444
Master Heavy Duty Mechanic	2290	2444

~~**Salary Adjustments:** 3.5% salary increase effective May 1, 2023, for the classification listed below.~~

<u>Classifications</u>	<u>Current Bi-weekly Salary Range</u>	<u>3.5% Increase Eff. 05/01/23</u>
Senior Welder	2361	2444

  
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ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
SUPERVISORY EMPLOYEES — UNIT 36

Salary Range Adjustments — Supervising Child Support Specialist

**Salary Adjustments:** 5% salary increase effective August 21, 2023, for the classification listed below.

<u>Classifications</u>	<u>Current Bi-weekly Salary Range</u>	<u>5% Increase Eff. 08/21/23</u>
Supervising Child Support Specialist	2438	2560

  
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ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 36 — SUPERVISORY EMPLOYEES

The parties agree to modify the Standby Pay article as shown below. All other terms and conditions remain unchanged.

ARTICLE 21 — STANDBY PAY

Employees who are placed on standby shall be compensated for the standby time at the rate of two and 50/100 (\$2.50) per hour. Employees who are actually called back to work shall be compensated pursuant to the Call-Back Pay article. Call-Back pay and/or overtime cannot be earned concurrently with Standby pay. Effective August 21, 2023, employees placed on standby shall be compensated at the rate of \$5.00 per hour.

Social Work Supervisors who are placed on standby shall be compensated for the standby time at the rate of seven and 50/100 (\$7.50) per hour. Call-Back pay and/or overtime cannot be earned concurrently with Standby pay.

Employees who are placed on standby who receive work-related phone calls at home shall be compensated at time and one half (1½) for time actually spent on the call (this compensation is irrespective of any non-productive time which may have been worked on that day or in that week.) Compensation for phone calls shall be earned concurrently with Standby pay.

When on Standby, the employee shall remain within a reasonable distance so as to be able to report in a timely manner, shall inform the designated management or supervisory person of exactly where the employee may be reached at any time, and shall be in a fit condition to work.



County of Fresno



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ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
~~SEIU LOCAL 521 UNITS 3, 4, 12, 22 & 36~~

HEALTH INSURANCE

1. Effective December 11, 2023, on behalf of each full-time employee (.8 or higher FTE), the County will contribute up to the following amounts per pay period based on the employee's plan selection:

<u>Plan Selection</u>	<u>Total Contribution</u>
Employee Only	\$433
Employee plus Child(ren)	\$668
Employee plus Spouse	\$668
Employee plus Family	\$853

All other terms and conditions as contained within the Health Insurance Article shall remain unchanged.

  
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County of Fresno

11-27-23  
\_\_\_\_\_  
Date

  
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SEIU - Local 521  
Units 3, 4, 12, 22 & 36

11/6/23  
\_\_\_\_\_  
Date

County Proposal  
October 19, 2023

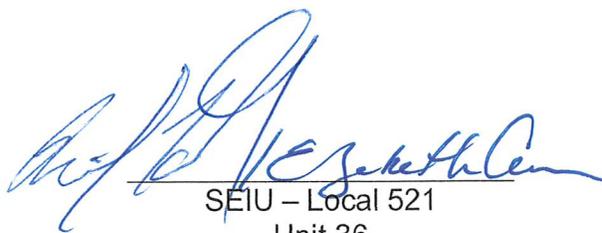
ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
Unit 36 — SUPERVISORY EMPLOYEES

Equity Adjustment — Senior Administrative Case Worker

The parties agree to a 10% equity adjustment for the Senior Administrative Case Worker classification effective October 16, 2023.

<u>Classification</u>	<u>Bi-Weekly Salary Range</u>	<u>10% Equity Adj. Eff 10/16/23</u>
Senior Administrative Case Worker	1749	1924

  
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County of Fresno

  
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SEIU – Local 521  
Unit 36

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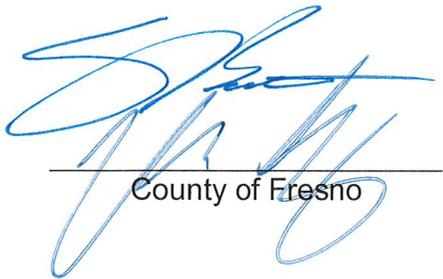
ARTICLE 57 -- TIER V GENERAL RETIREMENT PLAN (PEPRA) – MANDATORY

Pursuant to the California Public Employees' Pension Reform Act of 2013 ("PEPRA;" AB 340, GC §§7522 et seq), any employee ~~newly-hired~~ into a permanent position ~~on or after December 24, 2012,~~ who will become a new member of FCERA on or after January 1, 2013, shall be enrolled in the State mandated defined benefit retirement formula specified in Government Code § 7522.20 and will be subject to all other retirement plan provisions as mandated by PEPRA. This state mandated retirement tier shall be known as the Tier V General Retirement Plan.

Consistent with PEPRA, the exception to being enrolled into General Tier V for any newly hired employee ~~newly hired on or after December 24, 2012,~~ who will become a new member of FCERA on or after January 1, 2013, is an individual who was previously employed by another public employer and was able to establish reciprocity with FCERA as specified in § 7522.02(c). In the case of reciprocity being established, the new employee would be enrolled into General Tier IV.

Any employees hired prior to January 1, 2013, should contact FCERA to obtain information regarding their retirement tier and benefits.

The foregoing information is only for the parties' general reference.



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Date



SEIU – Local 521  
Unit 12

11/16/23

11/16/23

Date

County Proposal  
October 9, 2023

ARTICLE 60 -- MOU REOPENERS

Bilingual Skill Pay

~~The parties attempt to mutually agree on classifications to be included in scope of reopener no later than May 30, 2022. If agreement is not reached, then no reopener. If the parties reach agreement on classification to be included in reopener, then reopen no later than June 30, 2022.~~

~~Overtime Article -- Reopener on County's proposal no later than June 30, 2022.~~

  
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County of Fresno

  
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SEIU - Local 521  
Unit 12

11-27-23  
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Date

11/16/23                      11/16/23  
\_\_\_\_\_  
Date

County Proposal  
October 9, 2023

ARTICLE 19 -- ANNUAL LEAVE

All employees covered by this MOU ~~hired on or before October 9, 1983~~, will participate in the Annual Leave II Plan ~~(formerly known as New Annual Leave)~~ as governed by the Fresno County Salary Resolution, Section 600.

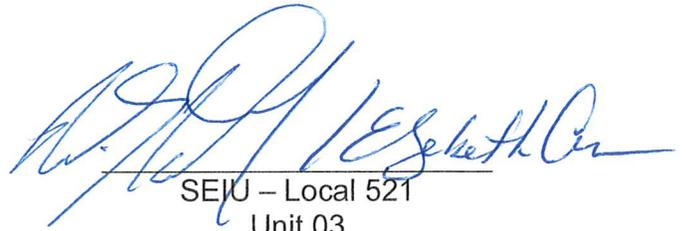
All employees ~~hired on or after October 10, 1983~~, will participate in the Annual Leave IV Plan as governed by the Fresno County Salary Resolution, Section 600.



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Date



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Unit 03

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Date

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ARTICLE 31 -- ANNUAL LEAVE

All employees covered by this MOU ~~hired on or before October 9, 1983,~~ will participate in the Annual Leave II Plan ~~(formerly known as New Annual Leave)~~ as governed by the Fresno County Salary Resolution, Section 600.

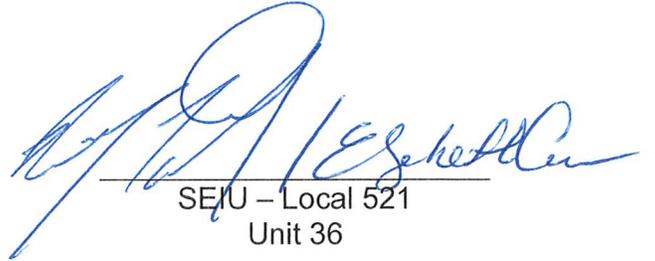
All employees ~~hired on or after October 10, 1983,~~ will participate in the Annual Leave IV Plan as governed by the Fresno County Salary Resolution, Section 600.



County of Fresno

11-27-23

Date



SEIU - Local 521  
Unit 36

11/16/23

11/16/23

Date

County Proposal  
October 9, 2023

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 12 — CLERICAL, PARAMEDICAL, BUILDING & SERVICE EMPLOYEES

Salary Range Adjustments

~~**Effective Date:** The effective date of this Addendum shall be May 16, 2022.~~

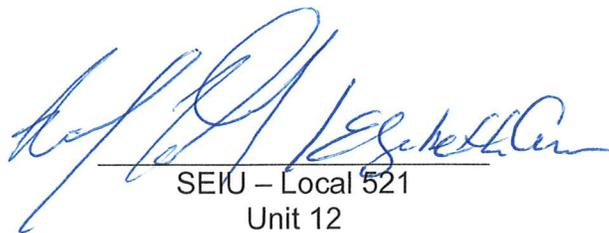
~~**Salary Range Adjustments:** The salary for the following classifications will be adjusted to the salary range shown below.~~

<u>Classification</u>	<u>Current Bi-Weekly Salary Range</u>	<u>Salary Range Eff. 5/16/22</u>	<u>2% Increase Eff. 1/23/23*</u>
Behavioral Health Worker	4154	4200	4224
Dietary Aide	4133	4200	4224
Driver	4115	4200	4224
Janitor	4068	4200	4224
Legal Assistant	4305	4320	4346
Library Aide	4032	4200	4224
Maintenance Janitor	4173	4320	4346
Office Assistant I	4170	4200	4224
Office Assistant II	4305	4320	4346
Peer Support Specialist	4133	4200	4224
Therapy Aide	4068	4200	4224

~~\*Previously approved by the Board of Supervisors on January 18, 2022.~~

  
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County of Fresno

11-27-23  
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SEIU – Local 521  
Unit 12

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\_\_\_\_\_  
Date

County Proposal  
October 9, 2023

ARTICLE 18 -- ANNUAL LEAVE

All employees covered by this MOU ~~hired on or before October 9, 1983~~, will participate in the Annual Leave II Plan ~~(formerly known as New Annual Leave)~~ as governed by the Fresno County Salary Resolution, Section 600.

All employees ~~hired on or after October 10, 1983~~, will participate in the Annual Leave IV Plan as governed by the Fresno County Salary Resolution, Section 600.



County of Fresno

11-27-23

Date



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Unit 04

11/16/23

Date

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County Proposal  
October 9, 2023

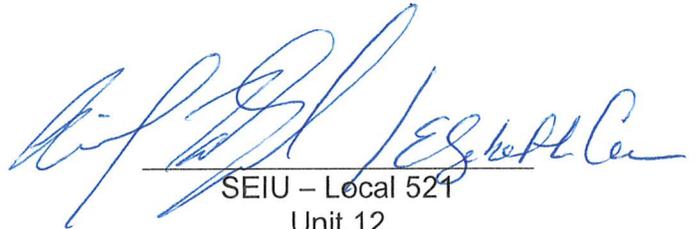
ARTICLE 22 -- ANNUAL LEAVE

All employees covered by this MOU ~~hired on or before October 9, 1983~~, will participate in the Annual Leave II Plan ~~(formerly known as New Annual Leave)~~ as governed by the Fresno County Salary Resolution, Section 600.

All employees ~~hired on or after October 10, 1983~~, will participate in the Annual Leave IV Plan as governed by the Fresno County Salary Resolution, Section 600.

  
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County of Fresno

11-27-23  
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SEIU - Local 521  
Unit 12

11/16/23                      11/16/23  
\_\_\_\_\_  
Date

County Proposal  
October 9, 2023

ARTICLE 12 -- ANNUAL LEAVE

All employees covered by this MOU ~~hired on or before October 9, 1983~~, will participate in the Annual Leave II Plan ~~(formerly known as New Annual Leave)~~ as governed by the Fresno County Salary Resolution, Section 600.

All employees ~~hired on or after October 10, 1983~~, will participate in the Annual Leave IV Plan as governed by the Fresno County Salary Resolution, Section 600.



County of Fresno

11-27-23

Date



SEIU - Local 521  
Unit 22

11/16/23

Date

11/16/23