

**Tentative Agreement between the County of Fresno and  
Unit 03 – Mental Health Professionals & Social Workers  
February 9, 2026**

1. Term: 1 year to become effective the pay period following Board of Supervisors approval
2. Salary: 1% increase effective the pay period following Board of Supervisors approval
3. Bilingual Skill Pay: Effective the pay period following Board of Supervisors approval, extend prior grandfathering period, from January 1, 2026, to January 1, 2027. Grandfathered employees will be given a one-time payment of \$40 per pay period for any pay periods missed from January 5, 2026, through the period in which the Board of Supervisors approves this successor MOU. Furthermore, SEIU agrees to withdraw any grievance and/or litigation regarding Bilingual Skill Pay related to the prior successor MOU.
4. Increase Annual Leave Cap from 600 hours to 650 hours as soon as practicable
5. Health Insurance: MOU Reopener on or about September 1, 2026, for Plan Year 2027
6. Retirement Actuarial Study:
  - a. The County will initiate the procurement of an actuarial study during the term of this agreement to assess the impacts and costs of potentially providing a cost-of-living adjustment (COLA) to existing retirement Tiers IV and V or creating new retirement tiers with a COLA provision. The County will coordinate with FCERA to ensure efficiency and that statutory requirements with the County Employees Retirement Law (CERL) are met.
  - b. This commitment will not be placed in the MOU
7. Update the following Articles/Addenda:
  - a. Article 15 – Voluntary Term Life Insurance
  - b. Article 24 – Court Appearances
  - c. Article 31 – Bilingual Skill Pay
  - d. Article 47 – Health Insurance
  - e. Article 48 – New Employee Orientation
  - f. Article 57 – Term of MOU and Renegotiation
  - g. Addendum – Salaries
8. Delete the following Articles/Addenda:
  - a. Article 17 – Extension of Paid Military Leave (made permanent on 12/3/24; AI #49)
  - b. Article 56 – MOU Reopeners
  - c. Addendum – Health Insurance – PY 2025
  - d. Addendum – Bilingual Skill Pay
  - e. Addendum – Salary Range Adjustment – Mental Health Clinician Series
  - f. Addendum – Health Insurance – PY 2026

9. The County counters the following Union proposals:

- a. Time Off
- b. Caseload/Workload

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County of Fresno

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SEIU – Local 521  
Unit 03

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Date

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Date

**Tentative Agreement between the County of Fresno and  
Unit 04 – Eligibility Workers  
February 9, 2026**

1. Term: 1 year to become effective the first pay period following Board of Supervisors approval
2. Salary: 1% increase effective the first pay period following Board of Supervisors approval
3. Bilingual Skill Pay: Effective the pay period following Board of Supervisors approval, extend prior grandfathering period, from January 1, 2026, to January 1, 2027. Grandfathered employees will be given a one-time payment of \$40 per pay period for any pay periods missed from January 5, 2026, through the period in which the Board of Supervisors approves this successor MOU. Furthermore, SEIU agrees to withdraw any grievance and/or litigation regarding Bilingual Skill Pay related to the prior successor MOU.
4. Increase Annual Leave Cap from 600 hours to 650 hours as soon as practicable
5. Health Insurance: MOU Reopener on or about September 1, 2026, for Plan Year 2027
6. Retirement Actuarial Study:
  - a. The County will initiate the procurement of an actuarial study during the term of this agreement to assess the impacts and costs of potentially providing a cost-of-living adjustment (COLA) to existing retirement Tiers IV and V or creating new retirement tiers with a COLA provision. The County will coordinate with FCERA to ensure efficiency and that statutory requirements with the County Employees Retirement Law (CERL) are met.
  - b. This commitment will not be placed in the MOU
7. Update the following Articles/Addenda:
  - a. Article 16 – Voluntary Term Life Insurance
  - b. Article 23 – Court Appearances
  - c. Article 29 – New Employee Orientation
  - d. Article 33 – Bilingual Skill Pay
  - e. Article 42 – Health Insurance
  - f. Article 58 – Term of MOU and Renegotiation
  - g. Addendum – Salaries
8. Delete the following Articles/Addenda:
  - a. Article 44 – Extension of Paid Military Leave (made permanent on 12/3/24; AI #49)
  - b. Article 57 – MOU Reopeners
  - c. Addendum – Health Insurance – PY 2025
  - d. Addendum – Bilingual Skill Pay
  - e. Addendum – Health Insurance – PY 2026

9. The County counters the following Union proposals:

- a. Time Off
- b. Caseload/Workload

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County of Fresno

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Date

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SEIU – Local 521  
Unit 04

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Date

**Tentative Agreement between the County of Fresno and  
Unit 12 – Clerical, Paramedical, Building & Service Employees**  
February 9, 2026

1. Term: 1 year to become effective the pay period following Board of Supervisors approval
2. Salary: 1% increase effective the pay period following Board of Supervisors approval
3. Bilingual Skill Pay: Effective the pay period following Board of Supervisors approval, extend prior grandfathering period, from January 1, 2026, to January 1, 2027. Grandfathered employees will be given a one-time payment of \$40 per pay period for any pay periods missed from January 5, 2026, through the period in which the Board of Supervisors approves this successor MOU. Furthermore, SEIU agrees to withdraw any grievance and/or litigation regarding Bilingual Skill Pay related to the prior successor MOU.
4. Increase Annual Leave Cap from 600 hours to 650 hours as soon as practicable
5. Health Insurance: MOU Reopener on or about September 1, 2026, for Plan Year 2027
6. Retirement Actuarial Study:
  - a. The County will initiate the procurement of an actuarial study during the term of this agreement to assess the impacts and costs of potentially providing a cost-of-living adjustment (COLA) to existing retirement Tiers IV and V or creating new retirement tiers with a COLA provision. The County will coordinate with FCERA to ensure efficiency and that statutory requirements with the County Employees Retirement Law (CERL) are met.
  - b. This commitment will not be placed in the MOU
7. Update the following Articles/Addenda:
  - a. Article 6 – New Employee Orientation
  - b. Article 20 – Voluntary Term Life Insurance
  - c. Article 29 – Court Appearances
  - d. Article 32 – Bilingual Skill Pay
  - e. Article 34 – Compensatory Time Off (separate Internal Services to GSD & ITSD)
  - f. Article 43 – Lead Worker Allowance (correct & update AC II, OA II, remove Janitor)
  - g. Article 58 – Health Insurance
  - h. Article 61 – Term of MOU and Renegotiation
  - i. Addendum – Salaries
8. Delete the following Articles/Addenda:
  - a. Article 30 – Extension of Paid Military Leave (made permanent on 12/3/24; AI #49)
  - b. Article 60 – MOU Reopeners
  - c. Addendum – Health Insurance – PY 2025
  - d. Addendum – Salary Range Adjustments – Behavioral Health Worker & Therapy Aide
  - e. Addendum – Bilingual Skill Pay
  - f. Addendum – Salary Adjustment – LVN Series
  - g. Addendum – Health Insurance – PY 2026

9. The County counters the following Union proposals:

- a. Time Off
- b. Caseload/Workload

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County of Fresno

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Date

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SEIU – Local 521  
Unit 12

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Date

**Tentative Agreement between the County of Fresno and  
Unit 22 – Professional, Para-Professional & Technical Employees  
February 9, 2026**

1. Term: 1 year to become effective the pay period following Board of Supervisors approval
2. Salary: 1% increase effective the pay period following Board of Supervisors approval
3. Bilingual Skill Pay: Effective the pay period following Board of Supervisors approval, extend prior grandfathering period, from January 1, 2026, to January 1, 2027. Grandfathered employees will be given a one-time payment of \$40 per pay period for any pay periods missed from January 5, 2026, through the period in which the Board of Supervisors approves this successor MOU. Furthermore, SEIU agrees to withdraw any grievance and/or litigation regarding Bilingual Skill Pay related to the prior successor MOU.
4. Increase Annual Leave Cap from 600 hours to 650 hours as soon as practicable
5. Health Insurance: MOU Reopener on or about September 1, 2026, for Plan Year 2027
6. Retirement Actuarial Study:
  - a. The County will initiate the procurement of an actuarial study during the term of this agreement to assess the impacts and costs of potentially providing a cost-of-living adjustment (COLA) to existing retirement Tiers IV and V or creating new retirement tiers with a COLA provision. The County will coordinate with FCERA to ensure efficiency and that statutory requirements with the County Employees Retirement Law (CERL) are met.
  - b. This commitment will not be placed in the MOU
7. Update the following Articles/Addenda:
  - a. Article 27 – Court Appearances
  - b. Article 38 – Voluntary Term Life Insurance
  - c. Article 52 – Health Insurance
  - d. Article 55 – Term of MOU and Renegotiation
  - e. Addendum – Salaries
8. Delete the following Articles/Addenda:
  - a. Article 39 – Extension of Paid Military Leave (made permanent on 12/3/24; AI #49)
  - b. Article 54 – MOU Reopeners
  - c. Addendum – Health Insurance – PY 2025
  - d. Addendum – Salary Range Adjustments – Medical Assistant

9. The County counters the following Union proposals:

a. Time Off

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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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Date

**Tentative Agreement between the County of Fresno and  
Unit 36 – Supervisory Employees  
February 9, 2026**

1. Term: 1 year to become effective the pay period following Board of Supervisors approval
2. Salary: 1% increase effective the pay period following Board of Supervisor approval
3. Bilingual Skill Pay: Effective the pay period following Board of Supervisors approval, extend prior grandfathering period, from January 1, 2026, to January 1, 2027. Grandfathered employees will be given a one-time payment of \$40 per pay period for any pay periods missed from January 5, 2026, through the period in which the Board of Supervisors approves this successor MOU. Furthermore, SEIU agrees to withdraw any grievance and/or litigation regarding Bilingual Skill Pay related to the prior successor MOU.
4. Increase Annual Leave Cap from 600 hours to 650 hours as soon as practicable
5. Health Insurance: MOU Reopener on or about September 1, 2026, for Plan Year 2027
6. Compensatory Time Off: Include Supervising Juvenile Correctional Officers
  - a. Effective July 6, 2026, employees within the Supervising Juvenile Correctional Officer classification (SJCO), are eligible to accrue compensatory time off (CTO) up to a combined maximum of fifty (50) hours (24 of which may be Holiday Accrual). Employees may request to be paid in cash at any time for accrued hours. Use of CTO shall be at a time mutually agreed upon by the employee and the department head or their designee. Any remaining CTO and Holiday CTO balances will be automatically paid out in cash the first pay period of the following fiscal year.
7. Retirement Actuarial Study:
  - a. The County will initiate the procurement of an actuarial study during the term of this agreement to assess the impacts and costs of potentially providing a cost-of-living adjustment (COLA) to existing retirement Tiers IV and V or creating new retirement tiers with a COLA provision. The County will coordinate with FCERA to ensure efficiency and that statutory requirements with the County Employees Retirement Law (CERL) are met.
  - b. This commitment will not be placed in the MOU
8. Update the following Articles/Addenda:
  - a. Article 15 – Court Appearances
  - b. Article 36 – Compensatory Time Off (replace ISD w/GSD & ITSD)
  - c. Article 40 – Voluntary Term Life Insurance
  - d. Article 54 – Health Insurance
  - e. Article 61 – Term of MOU and Renegotiation
  - f. Addendum – Salaries

- 9. Delete the following Articles/Addenda:
  - a. Article 56 – Extension of Paid Military Leave (made permanent on 12/3/24; AI #49)
  - b. Article 58 – Five (5) Year Retention Pay (replaced with Step 6)
  - c. Article 60 – MOU Reopeners
  - d. Addendum – Salary Range Adjustment – Supervising JCO
  - e. Addendum – Health Insurance – PY 2025
  - f. Addendum – Salary Range Adjustment – Senior Auditor-Appraiser
  
- 10. The County counters the following Union proposals:
  - a. Time Off

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County of Fresno

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Date

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SEIU – Local 521  
Unit 36

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Date

County Proposal  
February 9, 2026

NEW EMPLOYEE ORIENTATION

The County agrees to maintain, within budget constraints, during the term of this MOU, a Human Resources-sponsored New Employee Orientation (NEO) program for newly hired County employees.

Representatives of the Union may provide a ~~25~~ 30-minute presentation at each Department of Human Resources-sponsored NEO, at a time specified by the County, where new employees in a classification represented by this unit are in attendance. The Union agrees to give the County copies of the materials to be used in the session, which shall include, but are not limited to, this MOU, a Union membership application, and a list of shop stewards, including their departments and/or work areas and telephone numbers. The County shall provide the Union with 10 days advance notice of an NEO. The County reserves the right to have a management representative in attendance; however, the County and Union agree that neither party will be unduly disruptive during the Union's presentation.

It is understood that if the Union steward/officer wishes to make such presentations on behalf of the Union, the steward/officer shall be required to use his/her own annual leave for the presentation if it falls within his/her normal workday. When reviewing such requests for annual leave, the department will adhere to County and departmental policies regarding the use of annual leave.

In accordance with AB119, the County shall provide to the Union, within 30 days of hire date, electronic notification of the name, job title, department, work location, work, home and cell phone numbers, home address, and personal e-mail addresses of any newly hired employee in a classification represented by this unit, if provided by the employee.

The County shall continue to provide this information to the Union every 120 days for all employees of this unit.

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County of Fresno

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

NEW ARTICLE—TIME OFF

Scheduled Time Off

Time off request shall be submitted in writing via County email, or the normal and ordinary means of business communications, to the employee's supervisor (s) no less than 3 business days in advance. Requests are to be reviewed and approved or denied no less than 2 days after receipt. Time off requests that are not responded to shall be approved.

Unscheduled Time Off

It is understood that unscheduled time off can pose a hardship on operations, and as such should be kept to a minimum. Unscheduled time off can be requested verbally to a direct supervisor the day prior or same day. Should the supervisor deem the request operationally feasible, they shall document the approval in writing without requiring acknowledgement from the employee and save the communication for timekeeping purposes.

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County of Fresno

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SEIU – Local 521  
Units 3, 4, 12, 33 & 36

\_\_\_\_\_  
Date

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Date

NEW ARTICLE—CASELOAD/WORLOAD

In order to address recruitment and retention concerns, the County and SEIU shall convene an “Oversight Committee” for the following departments and classifications to discuss caseload/workload concerns:

Department of Social Services (DSS)

- Eligibility Worker I/II/III
- Job Specialist I/II/III
- Social Worker I/II/III
- Social Work Practitioner
- Social Worker Aide

Department of Behavioral Health (DBH)

- Behavioral Health Worker
- Licensed Mental Health Clinician
- Senior Licensed Mental Health Clinician
- Unlicensed Mental Health Clinician

Within sixty (60) calendar days following Board of Supervisors’ approval of the successor MOU, this project will begin and will continue for up to six (6) months.

The parties agree to the following parameters:

- SEIU and staff from the Department of Social Services and the Department of Behavioral Health will be included in two committees, split up by department, to study the impacts of caseload/workload on successful program outcomes and employee retention.
- This Committee shall meet as necessary, at least once per month, with further meetings as agreed by both parties, during the term of the project with release time provided for such meetings.
- Release time shall not be provided for more than four (4) employees for any one meeting. SEIU staff will be allowed to make request to vary the staff and classifications present within the employees who request and are authorized for release time and will otherwise represent all staff in keeping with it’s official function.

Any modifications arising from the meetings and study shall be communicated via the departments to the Labor Relations Division, in keeping with the current meet and confer practice.

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County of Fresno

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SEIU – Local 521  
Units 3, 4, & 12

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Date

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Date

County Proposal  
February 9, 2026

BILINGUAL SKILL PAY

~~Employees are eligible for bilingual skill pay of \$50.00 per pay period. Designated Bilingual Skill Pay positions are at the sole discretion of the Department Head. Positions designated/eligibility shall be governed by the Fresno County Salary Resolution.~~

~~Pay Provisions:~~

- ~~1. Bilingual Skill Pay shall be paid in the amount of \$50.00 per pay period and will not be paid when the entire pay period consists of annual leave and/or unpaid leave.~~
- ~~2. Employees shall be paid in the amount of \$50.00 per pay period regardless of the number of languages they are certified for.~~

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

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

Tiers of Bilingual Certification:

- ~~1. All employees certified for any type of Bilingual Skill Pay shall be minimally certified to the County's Basic Bilingual Proficiency Requirement (BPR). Employees who currently meet the Bilingual Pay requirements, shall be grandfathered into the BPR pay effective upon implementation of this agreement.~~
2. A department may designate\* allocated positions as requiring advanced bilingual skills – denoted on the Bilingual Skill Pay Request for Authorization form as Advanced Bilingual Proficiency Requirement (ABPR) ~~create and operate an Advanced BPR (ABPR) based on operational needs subject to approval by the Director of Human Resources. Employees who currently meet the Bilingual Pay requirements, shall be grandfathered into the ABPR pay effective upon implementation of this agreement through January 1, 2026.~~
  - a. ~~Operational Need is defined as a~~ A position designated as ABPR must serve a critical need for linguistic skills where terminology or education is rapidly evolving and may result in potential misdiagnosis, degradation of service delivery with implications for injury, and where lacking advanced skills may cause a department to be unable to comply with statutory or contractual mandates (i.e., grant terms and conditions for cultural competency).

\* Employees who met the Bilingual Pay requirements as of February 17, 2025, shall be grandfathered into the ABPR pay effective upon implementation of this agreement unless

a department identifies the allocated position as not meeting the ABPR requirements, or the employee fails the test. Any reduction in pay shall be effective the pay period after the employee fails to certify at the advanced level, or the position is no longer designated as meeting ABPR requirements.

~~b. On presentation to, and approval by, the Director of Human Resources, each Department Head may contract with a specialized vendor with competency in advanced written and oral testing for each specified language.~~

~~Each ABPR will be outlined in written form and communicated to all employees who may be eligible for the program, along with any period of recertification, as applicable.~~

### Bilingual Proficiency Examinations and Certification Process:

1. Bilingual skills are certified to meet the County's Basic and Advanced Bilingual Proficiency Requirement (BPR) through a formal examination process administered by an approved vendor with a specialty in bilingual examinations. Employees shall not be required to recertify unless:
  - a. They have a break in County service; or,
  - b. The department for whom they are hired and perform bilingual duties, as defined, has a department led bilingual recertification and training program known as an indicated that the position for which they are hired is qualified for and ABPR designation.
- ~~2. Employees may submit a written request to their department personnel unit to be considered for bilingual certification. The department head or designee shall have authority to accept or reject the request for certification and may authorize the employee for assignment to either the County BPR level, or at the ABPR level provided that the department has an active and approved ABPR.~~

~~ABPR certification shall only be pursued by a department once the employee has been certified to the County BPR.~~

~~Employees may be tested and certified without being assigned to work in a Basic or Advanced Role. Only personnel who meet all conditions of the Position Designation/Eligibility clause of this article are eligible for the related pays.~~

3. The department shall be responsible for bilingual examination through the appropriate vendor at the department's own expense. Employees will be released on County time and travel and vehicle use shall be in accordance with Management Directive (MD) 500 (Travel) and MD 900 (County Automotive Transport). Time in transit to and from testing sites shall be County time. Employees may be allowed to receive the test in some other format (e.g. via private workstation with audio/visual equipment) at the discretion of the vendor and the department.

~~4. Employees that fail the certification exam, shall have the ability to retest once more without a secondary written request to the department. If an employee fails a second time to become certified, then they may request another examination for either level of competency by submitting another written request to their department. Upon receipt of the written request, the department will review its operational needs and provide a written response to the employee within ten (10) business days. All tests approved and subsequently conducted after the second failure shall be at the employee's expense, save that travel and testing time is still County time and that said travel complies with the MD's referenced above. If, after the second failed test, an employee is directed by management to retake the exam, the department shall cover the exam costs. An employee's eligibility to retest at the County's expense resets one year after their second failed test.~~

Position Designation/Eligibility:

Employees may be eligible to receive Bilingual Skill Pay in accordance with Salary Resolution 533.2 and when all the following conditions are met:

1. The position is designated as eligible for Bilingual Skill Pay by the employee's department head or their designee ~~and as allocated by the CAO's Office~~ at one of the following levels:
  - a. BPR – The employee demonstrates and uses the ability to converse and translate orally to/from English to/from the second language.
  - b. ABPR – The employee demonstrates the ability to converse, read, write, and translate (orally and in writing) to/from English to/from the second language and the department has ~~an approved ABPR indicated that the position is subject to ABPR.~~ The employee must regularly demonstrate the use of said language(s). The employee ~~is at least~~ may be annually recertified, based on the department's operational need (e.g. to meet the department's advanced need for currency in industry jargon or in response to funding mandates or other statutes requiring such repetitive certification).
2. Upon certification, qualifying employees will be designated as qualified at BPR or ABPR; and,
3. The employee is assigned by their department to use the skill.

Bilingual Skill Pay Effective Date:

For Bilingual Skill Pay to take effect, the position must be designated at either BPR or ABPR, and the employee must be certified to the corresponding level. Bilingual Skill Pay shall be effective the pay period ~~subsequent to~~ after all conditions ~~being~~ are met and cannot be applied retroactively.

Pay Provisions:

1. Bilingual Skill Pay shall be paid in the following amounts:
  - a. BPR - \$60.00 per pay period
  - b. ABPR - \$100.00 per pay period

2. Exception: Bilingual Skill Pay shall not be paid when the entire pay period consists of annual leave and/or unpaid leave.
3. Employees shall only be paid the highest rate (i.e. paid for ABPR over BPR) for which they are certified – and which the department authorizes and assigns them – and shall only receive payment for one language, regardless of the number of languages for which they are certified. The BPR and ABPR rate may not be combined in any manner.
4. If the employee transfers, demotes, or promotes to a position that is not designated as bilingual, or their position loses its bilingual designation, they will no longer be eligible for Bilingual Skill Pay. Likewise, an employee transferring, demoting, or promoting to a position which is eligible for Bilingual Skill Pay will be eligible only for the level and rate authorized for said position. The County shall make every effort to place a BPR or ABPR qualified and practicing employee in a position also already qualified and allocated for a BPR or APBR. Former certification and pay will have no bearing on the new position and rate.

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County of Fresno

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

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Date

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Date