

# The County of Yuba

## Human Resources and Organizational Services

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**TO:** Board of Supervisors

**FROM:** Human Resources and Organizational Services, Jill Abel

**SUBJECT:** Human Resources: Approve recommendation to apply terms of the YCPPOA Labor Agreement to Unrepresented Probation Safety Management Classifications; and adopt resolution approving amendment to the Classification System - Base Salary/Hourly Schedule effective September 1, 2019.

**DATE:** September 24, 2019

**NUMBER:** 484/2019

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### ***Recommendation***

It is recommended that the Board of Supervisors:

1. Approve the following benefits and application of such to Unrepresented Probation Safety Management Classifications, and;
2. Approve amendment to the Classification System- Base Salary/Hourly Schedule to be effective September 1, 2019.

### ***Background:***

The Labor Agreement between the County and the Yuba County Probation Peace Officer Association (YCPPOA) terminated on June 30, 2019. A successor agreement was successfully negotiated with the YCPPOA for a new three-year term beginning on September 1, 2019 and ending June 30, 2022. The successor MOU was approved by the Board of Supervisors on September 10, 2019.

Consistent with previous Agreements for Miscellaneous and Safety employees, benefits are typically applied to unrepresented employees consistent with their employees' respective affiliation.

### ***Discussion:***

The following is a summary of the terms in the YCPPOA Agreement that, if approved, would be applied to Unrepresented Probation Safety Management classifications:

- Add 31st day of December (New Year's Eve) as a holiday
- Vacation hard cap and cease accrual at 384 hours the pay period after December 31, 2019

- Annual Uniform Provision
- Cost of Living Adjustments:
  - i. Effective July 1, 2020 – 2.75%
  - ii. Effective July 1, 2021 – 3%
- Equity Adjustments – The County completed a salary study and compiled equity information for all classifications and agreed to salary adjustments in the YCPPOA contract to address market lag. Some Unrepresented Probation Safety Management classifications were identified as having market lag when compared to the other agencies surveyed (Butte, Yolo, Sutter, and Nevada Counties). Effective September 1, 2019, it is agreed that there will be equity adjustments for the following positions:
  - i. Superintendent of Institutions - 3%
  - ii. Deputy Superintendent – 3%
  - iii. Probation Program Manager – 6%
- Effective July 1, 2021, employer matching contribution to deferred compensation plan based on years of County service:
  - i. Pay period following 2 years of service – Match up to \$35 per month or \$16.15 per bi-weekly pay period
  - ii. Pay period following 5 years of service – Match up to \$85 per month or \$39.23 per bi-weekly pay period
  - iii. Pay period following 10 years of service – Match up to \$170 per month or \$78.46 per bi-weekly pay period

***Committee Action:***

This item is going directly to the Board of Supervisors due to time sensitive nature of what needs to be implemented if approved.

***Fiscal Impact:***

General Fund -	\$42,302*
Non-General Fund -	\$47,983*
Source of Funds -	Total cost is split between general fund and non-general fund

\*Fiscal impact above assumes maximum employee participation in the deferred compensation match and some cost is shared based on the Tri-County Juvenile Hall agreement

***Attachments***

Attachment A - Resolution Amending Salary Schedule effective September 1, 2019