

The County of Yuba

Human Resources and Organizational Services



TO: Board of Supervisors

FROM: Robert Bendorf, County Administrator
Jill Abel, Human Resources Director

SUBJECT: Human Resources: Approve Master Labor Agreement with Yuba County Employees Association including consideration of YCEA Master Labor Agreement application of benefits to Unrepresented Miscellaneous Management and Confidential employees. (Five minutes)

DATE: November 14, 2017

NUMBER: 557/2017

Recommendation

It is recommended that the Board of Supervisors authorize the Chair to sign the attached Master Labor Agreement (MLA) between the County of Yuba and the Yuba County Employees Association (YCEA) and;

1. Approve applying YCEA MLA benefits to Unrepresented Miscellaneous Management and Confidential employees; and
2. Not apply the Cost of Living Increases and Lump Sum Payment to the Yuba County Board of Supervisors and the County Administrative Officer. (Five minutes)

Background

The County and YCEA met and conferred in good faith regarding wages, hours, and working conditions and mutually agreed to terms for the period beginning the date of Board adoption, and ending June 30, 2020. The attached MLA includes the terms and conditions of that agreement.

Additionally, consistent with previous agreements, benefits are typically applied to unrepresented Miscellaneous Management and Confidential employee consistent with their employees' respective affiliation.

Discussion

The discussions between the County and YCEA focused on containing cost of business increases and overall fiscal health of the County. The primary issues addressed were: 1) the impact of rising pension costs, 2) a salary study conducted of the classifications in this bargaining unit, and 3) the application of overtime as it relates to the Fair Labor Standards Act.

The major provisions of the MOU contained therein are: (if not stated below, effective dates are contained in the attached MLA):

3. A 3-year term
4. Cost of Living Adjustments in the form of an \$800 lump sum payment and a 1% adjustment in Year 1 and a 2.75% adjustment in Year 2 and Year 3
5. CalPERS Employer Pension Cost sharing increase, resulting in an additional .806% (½ July 2018; ½ July 2019) paid by the Employee for a total Employee Contribution effective July 2019 of 9% for Classic Members and 8.25% for PEPRA New Members
6. Removed Sick Leave and CTO from calculation of hours for purposes of overtime effective July 2018
7. Vacation hours to Deferred Compensation provision will not apply to YCEA members after a one-time exception
8. Vacation Accrual for New Hires: New hires will begin accruing vacation hours monthly beginning with their start date.
9. Maximum Vacation Accrual: The increased maximum vacation accrual will be 384 hours with a hard cap
10. December 31 is added to the holiday schedule
11. Language cleanup in various articles of the MLA

Also, per a letter agreement with YCEA, the County will conduct a classification review in 2018-2019 of several YCEA member filled county classifications discussed during contract negotiations.

Fiscal Impact:

The following represents the approximate cost for both YCEA and Unrepresented Miscellaneous Management and Confidential employees over the three year contract term:

General Fund:	\$ 985,000
Non-General Fund:	\$2,404,000
Other:	None

Attachments

557/2017 YCEA MLA 11/14/17- 6/30/17