

The County of Yuba



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HUMAN RESOURCES and ORGANIZATIONAL SERVICES

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JILL ABEL, DIRECTOR

TO: The Board of Supervisors

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

DATE: August 23, 2016

SUBJECT: Consideration of YCPPOA and MSA Labor Agreement application of benefits and benefits specific to Unrepresented Safety Management employees

RECOMMENDATION:

It is recommended that the Board of Supervisors:

1. Approve the following benefits and application of such to Unrepresented Safety Management Classifications, and;
2. Approve amendment to the Classification System- Base Salary/Hourly Schedule to be effective August 1, 2016.

BACKGROUND:

The Labor Agreements between the County and the Yuba County Probation Peace Officers Association (YCPPOA) and the Law Enforcement Management/Supervisory Association (MSA) terminated June 30, 2016. Successor Agreements were successfully negotiated with an effective date of July 1, 2016. The County and YCPPOA and MSA have agreed to a new three-year Agreement beginning July 1, 2016, and ending June 30, 2019. The YCPPOA Agreement was approved by the Board of Supervisors on July 12, 2016. The MSA Agreement was approved by the Board of Supervisors on July 26, 2016.

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 YCPPOA and MSA Agreements affecting salary increases, equity adjustments and CalPERS retirement contributions only, and the recommended application to Unrepresented Safety Management Classifications, as stated:

Cost of Living Adjustment (COLA): The County has agreed to a 2% COLA in Fiscal Year 17/18, and a 2% COLA in Fiscal Year 18/19 for both YCPPOA and MSA.

Unrepresented: The same benefit applies to Unrepresented Safety Management employees.

Equity Adjustments: The County compiled equity information on all classifications and agreed to equity adjustments in the YCPPOA and MSA contracts to address market lag. Some Probation Safety Management Classifications were identified as having a significant market lag when compared to other agencies surveyed (Butte, Yolo, Sutter and Nevada Counties). These classifications were identified for market adjustments beginning this fiscal year. Safety Management Classifications in the Sheriff's Department will have market adjustments consistent with their employees' respective affiliation.

Unrepresented: It is agreed that there will be equity adjustments for the following classifications.

1. Probation Safety Management employees (excluding Deputy Superintendent) shall receive a 6% equity adjustment on August 1, 2016, and a 2% market adjustment on July 1, 2017 and July 1, 2018.
2. Sheriff's Captain classification shall receive a 3% equity adjustment on July 1, 2017 and July 1, 2018.

CalPERS Retirement Contributions: The goal of Pension Reform is to have employees and employers share in the costs of ongoing retirement contributions. YCPPOA and MSA Classic Safety employees have agreed to contribute an additional 1.5% toward the employer's CalPERS pension cost in Fiscal Year 17/18 and an additional 1.5% in Fiscal Year 18/19.

Unrepresented: The same increased share of pension costs for Classic Safety members is applied to Unrepresented Classic Safety Management employees.

For the 2016/2017 fiscal year, the total pension cost charged by CalPERS (County and employee contribution) for Safety Classic members is 34.759% of PERSable payroll. Safety Classic employees pay 9% of the cost and the County pays the remaining 25.759%.

Effective July 1, 2017, Unrepresented Safety Classic members shall pay an additional 1.5% toward the employer's CalPERS pension contribution, increasing the employee contribution to 10.5%.

Effective July 1, 2018, Unrepresented Safety Classic members shall pay an additional, 1.5% toward the employer's CalPERS pension contribution, increasing the employee contribution to 12%.

Other Contract Provisions

The County and YCPPOA, and MSA, were successful in negotiating other items in each respective Agreement. The following is a list of other items affecting Unrepresented Safety Management employees in the Probation Department and/or Sheriff's Department:

Job Protected Leave: The County will provide job protected leave as mandated by Federal and State law. All accrued or available leave will run concurrently with job protected leave unless an employee elects the following exception: **Workers Compensation/Job Protected Leave/SDI Exception**: An employee on workers' compensation/job protected leave/SDI may make an irrevocable choice before sick leave is exhausted not to use vacation hours to supplement disability benefits.

Unrepresented: The same benefit applies to Unrepresented Safety Management employees.

Medical Opt Out Provision: Increase the "Opt Out" provision to \$250/month.

Unrepresented: The same benefit applies to Unrepresented Safety Management employees.

Merit/Longevity: Delineated the difference between "Merit" and "Longevity".

Unrepresented: The same benefit applies to Unrepresented Safety Management employees.

Conversion to Deferred Compensation: The ***Rules Governing Coverage and Compensation, Benefits and Working Conditions of Employees of the County of Yuba Article 9, Section 9.11 Conversion to Deferred Compensation*** provision no longer applies.

Unrepresented: The same would apply to Unrepresented Safety Management employees.

Bilingual Pay: The practices and procedures related to bilingual pay were formalized.

Unrepresented: The same benefit applies to Unrepresented Safety Management employees.

Vacation Maximum Accrual: Vacation leave shall accumulate to a maximum limit of 350 hours. For MSA employees, the maximum vacation accrual is 350 hours for employees hired after 7/1/86. For MSA employees hired before 7/1/86, the maximum vacation accrual is 2 years.

Unrepresented: The same benefit applies to Unrepresented Safety Management employees. Unrepresented Safety Management employees in the Sheriff's Department hired after 7/1/86, shall have a maximum vacation accrual of 350 hours, and those hired before 7/1/86 shall have a maximum vacation accrual of 2 years.

Sick Leave Provisions: Procedural changes were made to the sick leave provisions to address State and/or Federal mandates and to provide uniformity across the County.

Unrepresented: The same benefit applies to Unrepresented Safety Management employees.

Probationary Periods: All probationary periods shall run from the 1st day of the month following the date of employment or position effective date. In the event the date of employment or position effective date is within the first three calendar days of the month, then the probationary period will run from the first of that month. Evaluations during the non-probationary period would then revert to the Service Computation Date (SCD) instead of the Position date.

Unrepresented: The same provision applies to Unrepresented Safety Management employees.

Military Leave: Refer to the Military Leave provision outlined in **Article 16 of the Rules Governing Coverage and Compensation, Benefits and Working Conditions of Employees of the County of Yuba**. The County provides Military Leave as mandated by State and Federal law.

Unrepresented: The same applies to Unrepresented Safety Management Employees.

Definitions were changed to address Federal and/or State law mandates as well as to improve internal practices and procedures.

Unrepresented: The same definitions apply to Unrepresented Safety Management employees.

Payment: Rules regarding processing of payroll shall be established by the Auditor/Controller.

Unrepresented: The same applies to Unrepresented Safety Management employees.

Educational Incentive: Established varying monthly educational incentive flat rates based on classification title.

Unrepresented: The same applies to Unrepresented Safety Management employees in the Sheriff's Department as follows: Sheriff's Captain AA-\$185 or BA-\$365; Undersheriff AA-\$235 or BA-\$470; and Sheriff/Coroner AA-\$270 or BA-\$535. As current incumbents vacate, the educational incentive thereafter will be AA-\$165 or BA-\$330.

"Y-rated" Salary: Y-rate provision no longer applies to layoff or ADA accommodations.

Unrepresented: The same provision applies to Unrepresented Safety Management employees.

FISCAL IMPACT:

The overall projected cost over three years is estimated to be approximately \$67,000 General Fund and approximately \$72,400 Non-General Fund.

**BEFORE THE BOARD OF SUPERVISORS
OF THE COUNTY OF YUBA**

IN RE:)
)
)
 RESOLUTION AMENDING THE)
 CLASSIFICATION SYSTEM – BASIC SALARY/)
 HOURLY SCHEDULE)
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 _____)

RESOLUTION NO. _____

BE IT RESOLVED that the Classification System – Basic Salary Schedule shall be amended as follows effective **August 1, 2016:**

DELETE:

CODE	CLASSIFICATION	UNIT	BASE	HRLY	OT CODE	WC CODE
ACPO	ASSISTANT CHIEF PROBATION OFFICER	8	7,513	43.34	E	9410.PB
CPRO	CHIEF PROBATION OFFICER	8	8,707	50.23	E	9410.PB
PPMG	PROBATION PROGRAM MANAGER	8	5,590	32.25	E	9410.PB
SPIN	SUPERINTENDENT OF INSTITUTIONS	8	6,353	36.65	E	9410.PB

ADD:

CODE	CLASSIFICATION	UNIT	BASE	HRLY	OT CODE	WC CODE
ACPO	ASSISTANT CHIEF PROBATION OFFICER	8	7,964	45.95	E	9410.PB
CPRO	CHIEF PROBATION OFFICER	8	9,230	53.25	E	9410.PB
PPMG	PROBATION PROGRAM MANAGER	8	5,926	34.19	E	9410.PB
SPIN	SUPERINTENDENT OF INSTITUTIONS	8	6,735	38.86	E	9410.PB

PASSED AND ADOPTED by the Board of Supervisors of the County of Yuba, State of California, on the _
_____ day of _____, 2016 by the following votes:

AYES:
NOES:
ABSENT:

CHAIRMAN

ATTEST: Donna Stottlemeyer
Clerk of the Board

APPROVED AS TO FORM: Angil Morris-Jones
County Counsel

By: _____

By: _____