

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

RESOLUTION AMENDING)	
RESOLUTION NO. 2021-097)	RESOLUTION NO. <u>2022-160</u>
CLASSIFICATION SYSTEM – BASIC)	
SALARY / HOURLY SCHEDULE –)	
ACCOUNTING JOB SERIES, ANIMAL)	
CARE JOB SERIES AND PUBLIC WORKS)	
MAINTENANCE JOB SERIES)	
_____)	

WHEREAS, on July 13, 2021, the Board of Supervisors of the County of Yuba adopted Resolution number 2021-097 formally adopting the Classification System – Basic Salary / Hourly Schedule effective July 1, 2021; and

WHEREAS, on September 28, 2021, the Board of Supervisors of the County of Yuba approved the successor Master Labor Agreement between the County of Yuba and the Yuba County Employees' Association for a 3-year term beginning September 1, 2021 and ending on June 30, 2024; and

WHEREAS, on September 28, 2021, the Board of Supervisors of the County of Yuba approved an agreement to conduct class and compensation reviews on specified positions during the term of the Master Labor Agreement, including the Accounting and Animal Care job series; and

WHEREAS, in the last six to nine months the County of Yuba has experienced extensive recruitment and retention challenges, including 40-60% vacancy rate spikes within the Accounting, Animal Care, and Public Works Maintenance job series; and

WHEREAS, some positions within the Accounting, Animal Care, and Public Works Maintenance job series have been vacant since July, August, and September of 2021 despite active and ongoing recruitment efforts; and

WHEREAS, the Human Resources Department efforts to address recruitment challenges (e.g. changing job postings to "open until filled", creating active social media and advertising campaigns, minimizing selection tools to reduce the number of times candidates were required to be onsite, and streamlining the onboarding processes) have not been successful; and

WHEREAS, the Human Resources Department and County Administrator evaluated the critical operational deficiencies these ongoing vacancies create and determined it necessary to move forward with the classification and compensation reviews as negotiated this fiscal year for the Accounting and Animal Care job series and included the Public Works Maintenance job series as well; and

WHEREAS, the impacted Accounting job series classifications are as follows: Accounting Assistant, Accounting Specialist, Accounting Technician, Senior Accounting Technician, Administration & Accounting Supervisor; Accountant-Auditor I/II, Senior Accountant-Auditor, Fiscal Analyst, Finance & Administrative Supervisor, Management Analyst I/II, Administrative Services Officer, Administrative Services Manager, Community Development Financial Manager, HHS Financial Officer, Probation Financial Manager, Sheriff's Financial Manager, and Assistant Auditor-Controller; and

WHEREAS, the impacted Animal Care job series classifications are as follows: Animal Care Technician, Animal Care Services Officer, Senior Animal Care Services Officer, and Animal Care Manager; and

WHEREAS, the impacted Public Works Maintenance classifications are as follows: Public Works Maintenance Worker I/II, Senior Public Works Maintenance Worker, Assistant Public Works Superintendent, Equipment Service Specialist, Heavy Equipment Mechanic, Supervising Mechanic, Public Works Superintendent, and Construction Manager; and

WHEREAS, the reviews conducted by the Human Resources department showed many classifications in these job series to be under market, and in many cases by double digits; and

WHEREAS, the Human Resources Department and County Administrator developed a plan to proactively address the disparities which would likely yield positive results for recruitment and retention efforts; and

WHEREAS, on April 5, 2022, the Human Resources Department and County Administrator consulted the Union and garnered their support; and

WHEREAS, the week of April 11, 2022, Human Resources and/or the Union met with impacted employees to discuss the results of the review, including proposed base salary increases for each classification within the Accounting, Animal Care, and Public Works Maintenance job series; and

WHEREAS, the Board of Supervisors now intends to amend Resolution No. 2021-097 as it relates to the Classification System – Basic Salary/Hourly Schedule to establish a competitive base salary for classifications in Accounting, animal Care and Public Works Maintenance job series, effective May 1, 2022.

NOW THEREFORE, BE IT RESOLVED, by the Board of Supervisors of the County of Yuba, that Resolution number 2021-097 be and hereby is amended as it relates to classifications in the Accounting job series, Animal Care job series, and Public Works Maintenance job series.

BE IT FURTHER RESOLVED, the Classification System – Basic Salary / Hourly Schedule as documented in Attachment A, attached hereto and incorporated herein by reference as though fully set forth, is hereby established and effective May 1, 2022.

PASSED AND ADOPTED by the Board of Supervisors of the County of Yuba, State of California, on the 10th day of May 2022 by the following votes:

AYES: Supervisors Vasquez, Blaser, Führer, Fletcher, Bradford

NOES: None

ABSENT: None

ABSTAINED: None

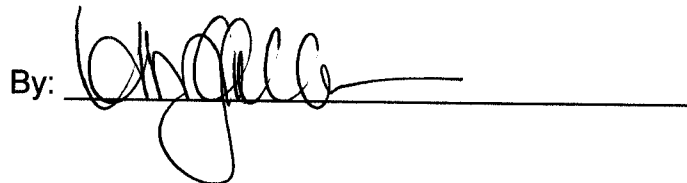


CHAIRMAN

ATTEST: Rachel Ferris
Clerk of the Board

APPROVED AS TO FORM: Michael Ciccozzi
County Counsel

By: 

By: 

Classification System - Basic Salary / Hourly Schedule

DELETE Effective 5/1/2022

CODE	CLASSIFICATION	BARG UNIT	PAY RATE				LONGEVITY					
			PRIOR TO 7/1/13		POST 7/1/13		PRIOR TO 7/1/13		POST 7/1/13			
			MINIMUM MONTHLY SALARY (BASE)	MINIMUM HOURLY RATE	MAXIMUM MONTHLY SALARY	MAXIMUM HOURLY RATE	MINIMUM MONTHLY SALARY	MAXIMUM HOURLY RATE	MINIMUM MONTHLY SALARY	MAXIMUM HOURLY RATE		
AAUD-1	ACCOUNTANT AUDITOR I	4	\$ 3,943	\$ 22.75	\$ 4,795	\$ 27.66	\$ 5,126	\$ 29.57	\$ 6,270	\$ 36.17	\$ 5,324	\$ 30.72
AAUD-2	ACCOUNTANT AUDITOR II	4	\$ 4,309	\$ 24.86	\$ 5,240	\$ 30.23	\$ 5,602	\$ 32.32	\$ 6,852	\$ 39.53	\$ 5,818	\$ 33.57
ACAS	ACCOUNTING ASSISTANT	1	\$ 2,766	\$ 15.96	\$ 3,364	\$ 19.41	\$ 3,596	\$ 20.75	\$ 4,398	\$ 25.37	\$ 3,735	\$ 21.55
ACSP	ACCOUNTING SPECIALIST	1	\$ 3,023	\$ 17.44	\$ 3,676	\$ 21.21	\$ 3,930	\$ 22.67	\$ 4,807	\$ 27.73	\$ 4,082	\$ 23.55
ATEC	ACCOUNTING TECHNICIAN	3	\$ 3,300	\$ 19.04	\$ 4,013	\$ 23.15	\$ 4,290	\$ 24.75	\$ 5,247	\$ 30.27	\$ 4,455	\$ 25.70
AASU	ADMINISTRATION & ACCOUNTING SUPERVISOR	5	\$ 4,183	\$ 24.13	\$ 5,087	\$ 29.35	\$ 5,438	\$ 31.37	\$ 6,651	\$ 38.37	\$ 5,648	\$ 32.58
ASMR	ADMINISTRATIVE SERVICES MANAGER	8	\$ 6,705	\$ 38.68	\$ 8,154	\$ 47.04	\$ 8,717	\$ 50.29	\$ 10,661	\$ 61.51	\$ 9,052	\$ 52.22
ASOF	ADMINISTRATIVE SERVICES OFFICER	8	\$ 5,458	\$ 31.49	\$ 6,637	\$ 38.29	\$ 7,096	\$ 40.94	\$ 8,679	\$ 50.07	\$ 7,369	\$ 42.51
ACMR	ANIMAL CARE MANAGER	8	\$ 5,787	\$ 33.39	\$ 7,037	\$ 40.60	\$ 7,524	\$ 43.41	\$ 9,202	\$ 53.09	\$ 7,813	\$ 45.08
ANCO	ANIMAL CARE SERVICES OFFICER	2	\$ 3,114	\$ 17.97	\$ 3,787	\$ 21.85	\$ 4,049	\$ 23.36	\$ 4,952	\$ 28.57	\$ 4,204	\$ 24.25
ACTE	ANIMAL CARE TECHNICIAN	2	\$ 2,609	\$ 15.05	\$ 3,173	\$ 18.31	\$ 3,392	\$ 19.57	\$ 4,149	\$ 23.94	\$ 3,523	\$ 20.33
AACR	ASST AUDITOR-CONTROLLER	8	\$ 8,012	\$ 46.22	\$ 9,743	\$ 56.21	\$ 10,416	\$ 60.09	\$ 12,740	\$ 73.50	\$ 10,817	\$ 62.41
ASPW	ASST PUBLIC WORKS SUPERINTENDENT	5	\$ 4,571	\$ 26.37	\$ 5,559	\$ 32.07	\$ 5,943	\$ 34.29	\$ 7,268	\$ 41.93	\$ 6,171	\$ 35.60
CDFM	COMMUNITY DEVELOPMENT FINANCIAL MANAGER	8	\$ 6,705	\$ 38.68	\$ 8,154	\$ 47.04	\$ 8,717	\$ 50.29	\$ 10,661	\$ 61.51	\$ 9,052	\$ 52.22
CNMR	CONSTRUCTION MANAGER	8	\$ 7,116	\$ 41.05	\$ 8,654	\$ 49.93	\$ 9,251	\$ 53.37	\$ 11,315	\$ 65.28	\$ 9,607	\$ 55.43
EQSS	EQUIPMENT SERVICE SPECIALIST	2	\$ 3,022	\$ 17.43	\$ 3,675	\$ 21.20	\$ 3,929	\$ 22.67	\$ 4,805	\$ 27.72	\$ 4,080	\$ 23.54
FASU	FINANCE & ADMINISTRATIVE SUPERVISOR	5	\$ 5,142	\$ 29.67	\$ 6,253	\$ 36.08	\$ 6,685	\$ 38.57	\$ 8,176	\$ 47.17	\$ 6,942	\$ 40.05
FIAN	FISCAL ANALYST	4	\$ 4,571	\$ 26.37	\$ 5,559	\$ 32.07	\$ 5,943	\$ 34.29	\$ 7,268	\$ 41.93	\$ 6,171	\$ 35.60
HEQM	HEAVY EQUIPMENT MECHANIC	2	\$ 3,828	\$ 22.08	\$ 4,655	\$ 26.86	\$ 4,977	\$ 28.71	\$ 6,087	\$ 35.12	\$ 5,168	\$ 29.82
HHSFO	HHS FINANCIAL OFFICER	8	\$ 6,910	\$ 39.87	\$ 8,403	\$ 48.48	\$ 8,983	\$ 51.83	\$ 10,987	\$ 63.39	\$ 9,329	\$ 53.82
MAAN-1	MANAGEMENT ANALYST I	8	\$ 4,851	\$ 27.99	\$ 5,899	\$ 34.03	\$ 6,307	\$ 36.39	\$ 7,714	\$ 44.50	\$ 6,549	\$ 37.78
MAAN-2	MANAGEMENT ANALYST II	8	\$ 5,618	\$ 32.41	\$ 6,832	\$ 39.42	\$ 7,304	\$ 42.14	\$ 8,933	\$ 51.54	\$ 7,585	\$ 43.76
PBFM	PROBATION FINANCIAL MANAGER	8	\$ 6,705	\$ 38.68	\$ 8,154	\$ 47.04	\$ 8,717	\$ 50.29	\$ 10,661	\$ 61.51	\$ 9,052	\$ 52.22
PWMR-1	PUBLIC WORKS MAINTENANCE WORKER I	2	\$ 2,767	\$ 15.96	\$ 3,365	\$ 19.41	\$ 3,598	\$ 20.76	\$ 4,400	\$ 25.38	\$ 3,736	\$ 21.55
PWMR-2	PUBLIC WORKS MAINTENANCE WORKER II	2	\$ 3,205	\$ 18.49	\$ 3,898	\$ 22.49	\$ 4,167	\$ 24.04	\$ 5,096	\$ 29.40	\$ 4,327	\$ 24.96
PWSU	PUBLIC WORKS SUPERINTENDENT	8	\$ 5,787	\$ 33.39	\$ 7,037	\$ 40.60	\$ 7,524	\$ 43.41	\$ 9,202	\$ 53.09	\$ 7,813	\$ 45.08

Classification System - Basic Salary / Hourly Schedule

CODE	CLASSIFICATION	BARG UNIT	PAY RATE						LONGEVITY					
			PRIOR TO 7/1/13		POST 7/1/13		PRIOR TO 7/1/13		POST 7/1/13					
			MINIMUM MONTHLY SALARY (BASE)	MINIMUM HOURLY RATE	MAXIMUM MONTHLY SALARY	MAXIMUM HOURLY RATE	MINIMUM MONTHLY SALARY	MAXIMUM HOURLY RATE	MINIMUM MONTHLY SALARY	MAXIMUM HOURLY RATE				
SAAD	SENIOR ACCOUNTANT-AUDITOR	4	\$ 4,706	\$ 27.15	\$ 5,723	\$ 33.02	\$ 6,118	\$ 35.30	\$ 7,483	\$ 43.17	\$ 6,354	\$ 36.66		
SEAT	SENIOR ACCOUNTING TECHNICIAN	3	\$ 3,610	\$ 20.83	\$ 4,390	\$ 25.33	\$ 4,693	\$ 27.08	\$ 5,740	\$ 33.12	\$ 4,874	\$ 28.12		
SRAC	SENIOR ANIMAL CARE SERVICES OFFICER	2	\$ 3,402	\$ 19.63	\$ 4,137	\$ 23.87	\$ 4,423	\$ 25.52	\$ 5,410	\$ 31.21	\$ 4,593	\$ 26.50		
SPMW	SENIOR PUBLICS WORKS MAINTENANCE WORKER	2	\$ 3,504	\$ 20.22	\$ 4,261	\$ 24.58	\$ 4,556	\$ 26.28	\$ 5,572	\$ 32.15	\$ 4,731	\$ 27.29		
SHFA	SHERIFF'S FINANCIAL MANAGER	8	\$ 6,705	\$ 38.68	\$ 8,154	\$ 47.04	\$ 8,717	\$ 50.29	\$ 10,661	\$ 61.51	\$ 9,052	\$ 52.22		
SUME	SUPERVISING MECHANIC	5	\$ 4,704	\$ 27.14	\$ 5,721	\$ 33.01	\$ 6,116	\$ 35.28	\$ 7,480	\$ 43.15	\$ 6,351	\$ 36.64		

ADD Effective 5/1/2022

CODE	CLASSIFICATION	BARG UNIT	PAY RATE						LONGEVITY					
			PRIOR TO 7/1/13		POST 7/1/13		PRIOR TO 7/1/13		POST 7/1/13					
			MINIMUM MONTHLY SALARY (BASE)	MINIMUM HOURLY RATE	MAXIMUM MONTHLY SALARY	MAXIMUM HOURLY RATE	MINIMUM MONTHLY SALARY	MAXIMUM HOURLY RATE	MINIMUM MONTHLY SALARY	MAXIMUM HOURLY RATE				
AAUD-1	ACCOUNTANT AUDITOR I	4	\$ 4,614	\$ 26.62	\$ 5,611	\$ 32.37	\$ 5,999	\$ 34.61	\$ 7,337	\$ 42.33	\$ 6,229	\$ 35.94		
AAUD-2	ACCOUNTANT AUDITOR II	4	\$ 5,029	\$ 29.01	\$ 6,116	\$ 35.28	\$ 6,538	\$ 37.72	\$ 7,997	\$ 46.14	\$ 6,790	\$ 39.17		
ACAS	ACCOUNTING ASSISTANT	1	\$ 3,181	\$ 18.35	\$ 3,869	\$ 22.32	\$ 4,136	\$ 23.86	\$ 5,058	\$ 29.18	\$ 4,295	\$ 24.78		
ACSP	ACCOUNTING SPECIALIST	1	\$ 3,467	\$ 20.00	\$ 4,216	\$ 24.32	\$ 4,508	\$ 26.01	\$ 5,513	\$ 31.81	\$ 4,681	\$ 27.01		
ATEC	ACCOUNTING TECHNICIAN	3	\$ 3,779	\$ 21.80	\$ 4,596	\$ 26.52	\$ 4,913	\$ 28.34	\$ 6,009	\$ 34.67	\$ 5,102	\$ 29.43		
AASU	ADMINISTRATION & ACCOUNTING SUPERVISOR	5	\$ 5,142	\$ 29.67	\$ 6,253	\$ 36.08	\$ 6,685	\$ 38.57	\$ 8,176	\$ 47.17	\$ 6,942	\$ 40.05		
ASMR	ADMINISTRATIVE SERVICES MANAGER	8	\$ 6,998	\$ 40.37	\$ 8,510	\$ 49.10	\$ 9,098	\$ 52.49	\$ 11,127	\$ 64.19	\$ 9,448	\$ 54.51		
ASOF	ADMINISTRATIVE SERVICES OFFICER	8	\$ 5,783	\$ 33.36	\$ 7,033	\$ 40.58	\$ 7,518	\$ 43.37	\$ 9,195	\$ 53.05	\$ 7,808	\$ 45.05		
ACMR	ANIMAL CARE MANAGER	8	\$ 6,511	\$ 37.56	\$ 7,918	\$ 45.68	\$ 8,465	\$ 48.84	\$ 10,353	\$ 59.73	\$ 8,790	\$ 50.71		
ANCO	ANIMAL CARE SERVICES OFFICER	2	\$ 3,737	\$ 21.56	\$ 4,545	\$ 26.22	\$ 4,859	\$ 28.03	\$ 5,942	\$ 34.28	\$ 5,045	\$ 29.11		
ACTE	ANIMAL CARE TECHNICIAN	2	\$ 3,131	\$ 18.06	\$ 3,808	\$ 21.97	\$ 4,071	\$ 23.49	\$ 4,979	\$ 28.73	\$ 4,227	\$ 24.39		
AACR	ASST AUDITOR-CONTROLLER	8	\$ 8,916	\$ 51.44	\$ 10,842	\$ 62.55	\$ 11,591	\$ 66.87	\$ 14,177	\$ 81.79	\$ 12,037	\$ 69.44		
ASPW	ASST PUBLIC WORKS SUPERINTENDENT	5	\$ 4,662	\$ 26.90	\$ 5,669	\$ 32.71	\$ 6,061	\$ 34.97	\$ 7,413	\$ 42.77	\$ 6,294	\$ 36.31		
CDFM	COMMUNITY DEVELOPMENT FINANCIAL MANAGER	8	\$ 6,998	\$ 40.37	\$ 8,510	\$ 49.10	\$ 9,098	\$ 52.49	\$ 11,127	\$ 64.19	\$ 9,448	\$ 54.51		
CNMR	CONSTRUCTION MANAGER	8	\$ 8,013	\$ 46.23	\$ 9,744	\$ 56.22	\$ 10,417	\$ 60.10	\$ 12,741	\$ 73.51	\$ 10,818	\$ 62.41		
EQSS	EQUIPMENT SERVICE SPECIALIST	2	\$ 3,320	\$ 19.15	\$ 4,038	\$ 23.30	\$ 4,316	\$ 24.90	\$ 5,279	\$ 30.46	\$ 4,482	\$ 25.86		
FASU	FINANCE & ADMINISTRATIVE SUPERVISOR	5	\$ 5,482	\$ 31.63	\$ 6,667	\$ 38.46	\$ 7,127	\$ 41.12	\$ 8,717	\$ 50.29	\$ 7,401	\$ 42.70		

Classification System - Basic Salary / Hourly Schedule

CODE	CLASSIFICATION	BARG UNIT	PAY RATE						LONGEVITY					
			MINIMUM		PRIOR TO 7/1/13		POST 7/1/13		PRIOR TO 7/1/13		POST 7/1/13			
			MONTHLY SALARY (BASE)	MINIMUM HOURLY RATE	MONTHLY SALARY	MAXIMUM HOURLY RATE	MONTHLY SALARY	MAXIMUM HOURLY RATE	MONTHLY SALARY	MAXIMUM HOURLY RATE	MONTHLY SALARY	MAXIMUM HOURLY RATE		
FIAN	FISCAL ANALYST	4	\$ 5,029	\$ 29.01	\$ 6,116	\$ 35.28	\$ 6,538	\$ 37.72	\$ 7,997	\$ 46.14	\$ 6,790	\$ 39.17		
HEQM	HEAVY EQUIPMENT MECHANIC	2	\$ 4,339	\$ 25.03	\$ 5,277	\$ 30.44	\$ 5,641	\$ 32.54	\$ 6,900	\$ 39.81	\$ 5,858	\$ 33.80		
HSFO	HHS FINANCIAL OFFICER	8	\$ 6,998	\$ 40.37	\$ 8,510	\$ 49.10	\$ 9,098	\$ 52.49	\$ 11,127	\$ 64.19	\$ 9,448	\$ 54.51		
MAAN-1	MANAGEMENT ANALYST I	8	\$ 5,620	\$ 32.42	\$ 6,834	\$ 39.43	\$ 7,306	\$ 42.15	\$ 8,936	\$ 51.55	\$ 7,587	\$ 43.77		
MAAN-2	MANAGEMENT ANALYST II	8	\$ 6,324	\$ 36.48	\$ 7,690	\$ 44.37	\$ 8,222	\$ 47.43	\$ 10,056	\$ 58.02	\$ 8,538	\$ 49.26		
PBFM	PROBATION FINANCIAL MANAGER	8	\$ 6,998	\$ 40.37	\$ 8,510	\$ 49.10	\$ 9,098	\$ 52.49	\$ 11,127	\$ 64.19	\$ 9,448	\$ 54.51		
PWMR-1	PUBLIC WORKS MAINTENANCE WORKER I	2	\$ 3,320	\$ 19.15	\$ 4,038	\$ 23.30	\$ 4,316	\$ 24.90	\$ 5,279	\$ 30.46	\$ 4,482	\$ 25.86		
PWMR-2	PUBLIC WORKS MAINTENANCE WORKER II	2	\$ 3,619	\$ 20.88	\$ 4,401	\$ 25.39	\$ 4,705	\$ 27.14	\$ 5,755	\$ 33.20	\$ 4,886	\$ 28.19		
PWSU	PUBLIC WORKS SUPERINTENDENT	8	\$ 6,037	\$ 34.83	\$ 7,341	\$ 42.35	\$ 7,849	\$ 45.28	\$ 9,599	\$ 55.38	\$ 8,150	\$ 47.02		
SAAD	SENIOR ACCOUNTANT-AUDITOR	4	\$ 5,482	\$ 31.63	\$ 6,667	\$ 38.46	\$ 7,127	\$ 41.12	\$ 8,717	\$ 50.29	\$ 7,401	\$ 42.70		
SEAT	SENIOR ACCOUNTING TECHNICIAN	3	\$ 4,233	\$ 24.42	\$ 5,148	\$ 29.70	\$ 5,503	\$ 31.75	\$ 6,731	\$ 38.83	\$ 5,715	\$ 32.97		
SRAC	SENIOR ANIMAL CARE SERVICES OFFICER	2	\$ 4,185	\$ 24.14	\$ 5,089	\$ 29.36	\$ 5,441	\$ 31.39	\$ 6,655	\$ 38.39	\$ 5,650	\$ 32.60		
SPMW	SENIOR PUBUS WORKS MAINTENANCE WORKER	2	\$ 4,054	\$ 23.39	\$ 4,930	\$ 28.44	\$ 5,271	\$ 30.41	\$ 6,446	\$ 37.19	\$ 5,473	\$ 31.58		
SHFA	SHERIFF'S FINANCIAL MANAGER	8	\$ 6,998	\$ 40.37	\$ 8,510	\$ 49.10	\$ 9,098	\$ 52.49	\$ 11,127	\$ 64.19	\$ 9,448	\$ 54.51		
SUME	SUPERVISING MECHANIC	5	\$ 4,989	\$ 28.78	\$ 6,067	\$ 35.00	\$ 6,486	\$ 37.42	\$ 7,933	\$ 45.77	\$ 6,736	\$ 38.86		