

BOARD OF SUPERVISORS

AGENDA

Meetings are located at:
Yuba County Government Center
Board Chambers, 915 Eighth Street
Marysville, California



Agenda materials are available at the Yuba County Government Center, 915 8th Street, Marysville and www.co.yuba.ca.us. Any disclosable public record related to an open session item and distributed to all or a majority of the Board less than 72 hours prior to the meeting is available for public inspection at Suite 109 of the Government Center during normal business hours.

DECEMBER 6, 2016

3:30 P.M. THREE RIVERS LEVEE IMPROVEMENT AUTHORITY

5:15 P.M. YUBA COUNTY WATER AGENCY - SPECIAL MEETING

Protective Inspection Committee - Supervisors Vasquez and Abe, Alternate - Nicoletti -

- A. [\(504-1216\) Consider amended and restated Joint Powers Agreement between Sutter, Nevada and Yuba Counties authorizing the purchase and maintenance of a weight truck - Agricultural Commissioner \(Five minute estimate\).](#)

Human Services Committee - Supervisors Griego and Fletcher, Alternate - Nicoletti -

- A. [\(505-1216\) Consider Memorandum of Understanding with Sutter Yuba Behavioral Health Services for the Sutter Yuba Homeless Management Information System - Health and Human Services \(Five minute estimate\)](#)
- B. [\(506-1216\) Consider approval to accept California Kids Plates Program child safety equipment from the California Department of Public Health \(CDPH\) - Health and Human Services \(Five minute estimate\).](#)

5:55 P.M. YUBA COUNTY PUBLIC FACILITIES CORPORATION [Agenda and background](#)

6:00 P.M. YUBA COUNTY BOARD OF SUPERVISORS - Welcome to the Yuba County Board of Supervisors meeting. As a courtesy to others, please turn off cell phones, pagers, or other electronic devices, which might disrupt the meeting. All items on the agenda other than Correspondence and Board and Staff Members Reports are considered items for which the Board may take action. The public will be given opportunity to comment on action items on the agenda when the item is heard and comments shall be limited to three minutes per individual or group.

- I. **PLEDGE OF ALLEGIANCE** - Led by Supervisor Vasquez
- II. **ROLL CALL** - Supervisors Vasquez, Nicoletti, Griego, Abe, Fletcher
- III. **CONSENT AGENDA:** All matters listed under the Consent Agenda are considered to be routine and can be enacted in one motion.
 - A. Board of Supervisors
 - 1. [\(507-216\) Rescind Resolution No. 2010-15, establishing the Yuba County Youth Commission and approving bylaws.](#)
 - B. Clerk of the Board of Supervisors
 - 1. [\(508-1216\) Approve minutes of October 25, November 1 and 15, 2016.](#)
 - 2. [\(509-1216\) Appoint Nick Roberts as a Public Agency Representative on the Child Care Planning Council of Yuba and Sutter Counties with a term ending September 30, 2019.](#)
 - 3. [\(510-1216\) Approve Board of Supervisors meeting schedule for 2017 and the canceling of certain meetings.](#)
 - 4. [\(511-1216\) Adopt list of ongoing boards, commissions, and committees appointed by the Board of Supervisors.](#)

C. Community Development and Services

1. [\(512-1216\) Adopt resolution accepting donation of a modular building from Ampla Health, approve associated expenses and authorize Community Development and Services Director to execute all documents upon review and approval of County Counsel.](#)

D. County Administrator

1. [\(513-1216\) Adopt resolution approving Yuba County Debt Management Policy.](#)
2. [\(514-1216\) Approve amendment to the 2008 Agreement Concerning Levee Impact Fees and 2014 Funding Agreement related to Yuba levee Financing Authority Bonds and authorize County Administrator to execute amendment.](#)

E. Health and Human Services

1. [\(515-1216\) Adopt resolution ratifying all transfers of Environmental Health and Sanitation functions, programs, and services from Health and Human Services to Community Development and Services Agency \(CDSA\), Environmental Health Department, authorizing CDSA to continue to administer the agreed upon services, and authorizing the Director of Environmental Health to serve as the Director of Environmental Health.](#)
2. [\(516-1216\) Adopt resolution authorizing amendments to CalWorks Program Work Experience agreement with Work Site Contractors and authorize Director of Health and Human Services Department, or its designee to execute.](#)

F. Human Resources - Administrative Services

1. [\(517-1216\) Adopt resolutions amending Classification System - Basic Salary/Hourly Schedule, and Department Allocation Schedule as it relates to Administrative Services Department - Finance and Administration Committee recommends approval.](#)

G. Human Resources-Assessor

1. [\(518-1216\) Adopt resolutions amending Classification Schedule - Basic Salary/Hourly Schedule, and the Department Allocation Schedule as it relates to Assessor's Office effective November 1, 2016. Finance and Administration Committee recommends approval.](#)

IV. **PUBLIC COMMUNICATIONS:** Any person may speak about any subject of concern provided it is within the jurisdiction of the Board of Supervisors and is not already on today's agenda. The total amount of time allotted for receiving such public communication shall be limited to a total of 15 minutes and each individual or group will be limited to no more than three minutes. Prior to this time speakers are requested to fill out a "Request to Speak" card and submit it to the Clerk of the Board of Supervisors. Please note: No Board action can be taken on comments made under this heading.

V. **COUNTY DEPARTMENTS**

A. Administrative Services

1. [\(519-1216\) Approve memorandum of understanding with Local Agency Formation Commission \(LAFCO\) for space rental in Yuba County Government Center for a period of five years and authorize Chair to execute. \(Five minute estimate\)](#)
2. [\(520-1216\) Adopt resolution to clarify the county funding source for the County Jail Expansion project funded by the SB863. \(Ten minute estimate\)](#)

B. County Administrator

1. [\(521-1216\) Receive update Sheriff Facility; authorize \\$3.5 million to complete tenant improvements; Approve loan and repayment terms with Yuba County Water Agency for an amount not to exceed \\$3.5 million and authorize County Administrator to execute loan agreement; Approve budget appropriation of \\$37,602.69 from](#)

County Capital Outlay fund to the County Debt Service account to cover loan payment due June 1, 2017. (Twenty minute estimate)

2. (522-1216) Adopt resolution approving the form and authorize Chair to execute certain lease financing documents in connection with 2011 Solar Lease and provide additional funding for Sheriff Facility. (Twenty minute estimate)

C. Health and Human Services

1. (523-1216) Approve changes to Administrative Costs related to Statewide Minimum Wage Increase for In-Home Supportive Services Workers effective January 1, 2017. (Ten minute estimate)

D. Human Resources

1. (524-1216) Provide direction on revision of County's industrial disability retirement application determination procedures and adopt staff recommendation that Board of Supervisors make ultimate determination. (Ten minute estimate)
2. (525-1216) Adopt resolution approving Classification System-Basic Salary/Hourly Schedule effective 11/01/2016; Adopt resolution ratifying Resolutions No's. 2013-73, 2014-53, 2015-61, and 2016-77 in accordance with Government Code 20636 and Title 2 of California Code of Regulation 570.5 as defined by CalPERS. (Ten minute estimate)
3. (526-1216) Approve memorandum of understanding with Deputy Sheriffs Association (DSA) authorize Chair to execute; Adopt resolution amending the Classification System-Basic Salary/Hourly Schedule as it relates to Deputy Sheriffs Association memorandum of understanding effective December 1, 2016. (Ten minute estimate)

VI. **CORRESPONDENCE:** The Board may direct any item of informational correspondence to a department head for appropriate action.

- A. (527-1216) Three notices from California Fish and Game Commission regarding regulatory actions.
- B. (528-1216) Notice from California Department of Fish and Wildlife regarding proposals for Deer Hunt Schedules for Yuba County for 2017-2018.
- C. (529-1216) Agenda from Central Valley Regional Water Quality Control Board for December 5 - 6, 2016

VII. **BOARD AND STAFF MEMBERS' REPORTS:** This time is provided to allow Board and staff members to report on activities or to raise issues for placement on future agendas.

VIII. **CLOSED SESSION**

- A. Pending litigation pursuant to Government Code 54956.9(d)(1) - Hedrick vs Grant

IX. **ADJOURN**

In compliance with the Americans with Disabilities Act, the meeting room is wheelchair accessible and disabled parking is available. If you have a disability and need disability-related modifications or accommodations to participate in this meeting, please contact the Clerk of the Board's office at (530) 749-7510 or (530) 749-7353 (fax). Requests must be made two full business days before the start of the meeting. To place an item on the agenda, contact the office of the Clerk of the Board of Supervisors.

The County of Yuba

Agricultural Commissioner – Weights & Measures
915 8th Street, Suite 127 – Marysville, CA 95901

STEPHEN M. SCHEER
 AGRICULTURAL COMMISSIONER
 SEALER OF WEIGHTS & MEASURES




(504-1216) Consi... - 1 of 14

(530) 749-5400
 (530) 749-5404 Fax
 yubaag@co.yuba.ca.us

TODD A. QUIST
 ASSISTANT
 AGRICULTURAL COMMISSIONER
 SEALER OF WEIGHTS & MEASURES

To: Protective Inspection Committee

From: Stephen M. Scheer Agricultural Commissioner 

Subject: Amended and restated Joint Powers Agreement between Sutter, Nevada and Yuba Counties for the purpose for purchasing and maintaining a weight truck.

Date: December 6, 2016

Recommendation:

It is recommended that the Board of Supervisors enter into the amended and restated Joint Powers Agreement between Sutter, Nevada and Yuba Counties and authorize the chair to execute for the purpose of purchasing and maintaining a weight truck.

Background:

In 1989, Sutter, Nevada and Yuba County entered into a Joint Powers Agreement (JPA) to purchase a weight truck to meet the requirements of Section 12210 of the California Business and Professions Code. This Section mandates that all weighing and measuring devices be inspected annually by the county sealer to ensure accuracy in the marketplace. By jointly purchasing the heavy weight truck, all three counties were able to meet their mandated responsibilities at a reduced cost. The weight truck is used to inspect large capacity scales whose capacity is greater than 5,000 pounds, such as vehicle scales, livestock scales, dormant scales and hopper scales.

California Air Resources Board allows municipalities and utilities that follow the accelerated turnover option and will be required to "retire" or "repower" all vehicles with 1993 or older model year by December 31, 2020. It is not feasible to repower the engine on a weight truck that was purchased in 1989 and has been driven almost 100,000 miles.

Discussion:

Since Sutter, Nevada and Yuba entered into the JPA annual contributions to maintenance and replacement accounts have been made by all three counties. At present approximately \$168,000 has been contributed, enough to purchase the new weight truck prior to the California Air Resources Board emissions requirements.

Fiscal Impact:

There is no fiscal impact to enter into the amended and restated joint powers agreement. However, since 1989 contributions from Sutter, Nevada and Yuba Counties have been deposited into the weight truck replacement fund administered by Sutter County. In FY 2016-17, Sutter County has budgeted \$168,000 for the purchase of a new weight truck.

Enclosure:
 Joint Powers Agreement

AMENDED AND RESTATED JOINT EXERCISE OF POWERS AGREEMENT BETWEEN SUTTER, NEVADA, AND
YUBA COUNTIES FOR THE PURPOSE OF PURCHASING AND MAINTAINING A WEIGHT TRUCK

THIS AMENDED AND RESTATED AGREEMENT ("Agreement") is made and entered into this ____ day of _____, 2016, by and between the COUNTIES OF SUTTER, NEVADA and YUBA (collectively "Counties"), each of which is a political subdivision of the State of California. Counties are collectively referred to as "Parties," "Members," "Member Counties," or "Member Agencies." This Agreement shall be effective on the date that the last party signs their counterpart to this Agreement.

WHEREAS, the forgoing Parties to this Agreement, pursuant to Section 12200 of the California Business and Professions Code, have the responsibility to maintain the Office of County Sealer of Weights and Measures and appoint a person as the County Sealer of Weights and Measures; and

WHEREAS, in accordance with Section 12210 of the California Business and Professions Code each County Sealer of Weights and Measures shall, within his or her county inspect, try and test all weighing and measuring devices used for commercial purposes; and

WHEREAS, in order for the County Sealer to meet mandated responsibilities it is necessary for the Sealer of Weights and Measures to have the use of a heavy capacity commercial weights and measures vehicle (hereafter Weight Truck) and the parties to this agreement collectively have a present need to replace the existing Weight Truck; and

WHEREAS, a weights and measures truck is a heavy capacity commercial vehicle used for the purpose of testing large capacity commercial weighing devices; and

WHEREAS, the existing Weight Truck is worn and needs to be replaced; and

WHEREAS, the Parties have identified the need to purchase a Conventional Weights and Measures truck with a flatbed, as a suitable replacement Weight Truck; and

WHEREAS, the Member Agencies co-own a crane that will be transferred to the new Weight Truck; and

WHEREAS, there is an economic advantage to the parties to this agreement to jointly purchase and use a Weight Truck;

WHEREAS, Chapter 5 of Division 7 of Title 1 of the Government Code of the State of California (commencing at Section 6500) authorizes the foregoing parties to enter into an agreement for the joint exercise of any power common to them and, by that agreement, to create an entity that is separate from each of the parties to the Agreement;

WHEREAS, the Member Agencies deemed it necessary and appropriate to create a separate public entity under a joint exercise of powers agreement, to form, participate in and operate a Weight Truck Joint Powers Agreement (JPA) to effectively and economically facilitate the use of a Weight Truck and meet their respective state mandated obligations pursuant to Business and Professions Code section 12210;

WHEREAS, the Member Agencies have been working cooperatively under the existing Joint Powers Agreement originally established in 1989 to jointly purchase and use a Weight Truck and desire to amend and restate the provisions of the existing "Heavy Truck Joint Powers Agreement" (Heavy Truck JPA;) and

WHEREAS, the Members desire to rename the joint powers agreement as the "Weight Truck Joint Powers Agreement" (hereafter Weight Truck JPA;) and

WHEREAS, upon the adoption of this Agreement, the parties shall transfer title to all properties currently owned or held by or in trust for the Heavy Truck JPA, currently administered by Sutter County, together with all debts, demands, liabilities or other obligations existing in favor of or against such JPA shall become those of the Weight Truck JPA.

NOW, THEREFORE, The Boards of Supervisors of the Counties of Sutter, Nevada and Yuba for and in consideration of the facts stated above, the mutual advantages to be derived, and the mutual promises and agreements contained herein, do agree as follows:

1. Formation of Agency. The Heavy Truck Joint Powers Agreement (Heavy Truck JPA) was established in 1989 upon the execution of the Original Agreement by all designated county Members. The amended, restated and renamed "Weight Truck JPA" shall be a public agency separate and distinct from its Members, and which may sue and be sued. This Agreement shall become effective upon unanimous approval of all Members and shall continue unless terminated as hereinafter provided. This Agreement is intended to supersede the previous Heavy Truck JPA agreement executed in 1989.
2. Purpose. The purpose of the Agreement shall be to provide for the joint participation by Members, as Members of the JPA, to:
 - A. Effectively and economically facilitate the use of a Weight Truck to meet their respective state-mandated obligations pursuant to Business and Professions Code section 12210;
 - B. Prevent unnecessary duplication of effort and resources on behalf of Members; and

- C. Assume any additional purposes, duties and functions as may be determined by all parties to this Agreement.
3. Administrative Committee. The Administrative Committee as described in this agreement shall be defined as consisting of the Sealers of Weights and Measures of Sutter, Nevada and Yuba Counties. Each county will have equal representation, specifically, each member County will have one equal vote on the Administrative Committee.
4. Authority of Administrative Committee. The Administrative Committee shall have the following powers and functions:
- A. To act as the policy making body of the JPA;
 - B. To act as the executive body of the JPA;
 - C. To enter into contracts and to accept and expend funds from Federal, State, Member Agencies, and other sources for the purposes specified herein; and
 - D. To appoint or hire such staff or contract with such entities or individuals as the Administrative Committee deems necessary to carry out the JPA's functions and purposes.
5. Budget. An annual budget for the operation of the JPA and fiscal year shall be adopted by the Administrative Committee.
6. Financing. The Members shall provide the cost of administration of the JPA: All contributions to the JPA shall be in accordance with the cost formula established by the Committee (hereafter "Proportionate Share,") which formula or plan may be amended at any time and from time to time. Required contributions may be "in-kind" provided the approval therefor shall have first been obtained from the Committee.
- A. The Proportionate Share of buying and placing in service a heavy weight truck shall be as follows:

| | |
|---------------|---|
| NEVADA COUNTY | Twenty (20) percent of cash outlay costs or reserves in Maintenance and Replacement fund. |
| SUTTER COUNTY | Fifty (50) percent of cash outlay costs or reserves in Maintenance and Replacement Fund. |

YUBA COUNTY

Thirty (30) percent of cash outlay costs or reserves in Maintenance and Replacement Fund.

- B. The Maintenance and Replacement Fund as described in the Agreement shall be defined as monies collected and held in trust to pay for routine maintenance, expenses, repairs and replacement of the Weight Truck.

7. Equity in the Weight Truck. Equity means the share of current value a party to this agreement shall have in the then existing Weight Truck at any time during the time this agreement is in force. The parties shall have the following Proportionate Shares of current value:

Nevada County: Twenty (20) percent

Sutter County: Fifty (50) percent

Yuba County: Thirty (30) percent

The current value shall normally be the purchase price of the Weight Truck less accrued depreciation using the standard depreciation schedule for twenty years. If, however, contributions to the Maintenance and Replacement fund herein established are greater than or equal to the accrued depreciation, the current value shall be equal to the original purchase price. For purposes of this subparagraph, the original purchase price shall be (1) the price paid to the truck dealer plus (2) parts, equipment and labor as part of the Placing-In-Service costs.

8. Purchase. As agreed by the Administrative Committee, Sutter County will administer the purchase of the heavy weight truck in compliance with all federal, state and local regulations established for purchasing.

- A. Truck Specifications. Truck specification will be determined by Administration Committee.
- B. Secure bids. Secured bids shall not exceed \$168,000, unless approved by the Board of Supervisors that are party to this Agreement.
- C. Purchase. Process Purchase Order and arrange for delivery of truck.
1. Sutter County will process the purchase order and arrange for delivery of truck.
 2. If the reserve funds from the current Maintenance and Replacement funds are insufficient, Sutter County will temporarily cover the deficit and will issue a check for purchase of the Weight Truck under the following conditions:

- C. The Weight Truck may be rented to the State or other counties. Monies collected shall be deposited into the Maintenance and Replacement Fund. The rental fee shall be pursuant to a uniform fee schedule adopted by the Secretary of the California Department of Food & Agriculture authorized in Section 12212 of the Business & Professions Code. The Administrative Committee will determine the specific rental conditions. As a condition of such rental, the user shall provide the parties to this agreement proof of insurance in the amount determined by the Administrative Committee and a written agreement to indemnify or "hold harmless" the Weight Truck JPA and JPA Members.

11. Insurance. The JPA will purchase and maintain, Combined Single Limits of a \$1,000,000 Occurrence Based Commercial Liability Insurance and \$1,000,000 Errors and Omissions Insurance for the life of this Agreement. Each County member of the JPA has an insurable interest and shall be named "as additional insured" on the Policy. Said insurance shall be purchased from an "admitted" California Insurance Company with a solid A.M. Best financial rating of no less than A-. The cost of said insurance shall be paid proportionately by funds collected by the members in the previous year and as approved by the majority of the parties to this Agreement. Sutter County will purchase insurance on behalf of the JPA. The JPA shall reimburse Sutter County from the Maintenance and Replacement Fund.
- A. Each County party to this agreement will indemnify, defend and hold harmless the other parties for any liability exposure as a result of actions or negligence of their own employees.
 - B. Each County will provide their own Worker's Compensation insurance covering their respective employees.
12. Liability. Pursuant to Section 6508.1 of the Government Code, the debts, liabilities and obligations of this joint powers entity shall not constitute the debts, liabilities, and obligations of the parties to this agreement. Each party is independent of every other party and of the entity and not the agent of any party or of the joint powers entity. Except as hereinafter provided, liability of each party shall be limited to its proportionate share as provided in Section 7 of this Agreement. Each party agrees to save harmless and indemnify every other party from all claims and demands of any kind or nature whatsoever which may be made by any person resulting

from the action or inaction of any party or its officers, agents or employees under or in connection with any activity under this Agreement.

13. Custody of funds. All payments of public funds shall be paid to and disbursed by the Weight Truck JPA which shall be strictly accountable for all funds and responsible for reporting to the Members hereof concerning all receipt disbursements. All of the JPA's funds shall be deposited in the Weight Truck Maintenance and Replacement fund established for this purpose in the treasury of one County Member. The Administrative Committee has agreed that Sutter County will administer the Weight Truck Maintenance and Replacement Fund. The treasurer of said county shall be in charge of and be the depository for said funds and other property of the JPA. No bond shall be required of said treasurer.

14. Maintenance and Replacement. As agreed by the Administrative Committee, A Weight Truck Maintenance and Replacement fund shall be established and administered by Sutter County and be strictly accounted for pursuant to Section 6505 of the Government Code. The Administrative Committee shall review use patterns and financial needs on a yearly basis and determine the total annual cost of maintenance and evaluate the status of the replacement reserves.
 - A. Each county will be responsible for submitting an annual contribution to the fund based upon the annual cost estimate and their Proportionate Share ratio. Said committee may increase or decrease the total yearly payment based on actual and/or projected expenditures. Any such determination by the Administrative Committee that exceeds a total of \$10,000.00 shall be approved, prior to budgeting, by the Board of Supervisors of the parties to this agreement. Otherwise proposed changes will be approved through the normal budget process.
 - B. Each calendar year, each member shall pay a mutually agreeable contribution. On September 1st of subsequent years the same amount shall be paid into this account unless altered by the Administrative Committee. The Administrative Committee shall, on or before March 1 of each year, set an amount for the annual contribution based on adopted or approved and anticipated costs. Each member shall budget sufficient funds and pay the annual contribution.
 - C. Payments made out of the Weight Truck Maintenance and Replacement Fund will be under the direction of the Administrative Committee, and paid by Sutter County.

- D. Each county will pay their own operational costs of fuel and oil in use of the Weight Truck.
 - E. The Administrative Committee will establish policies and procedures to be followed in maintaining records and handling repairs.
 - F. Sutter County shall provide all routine maintenance according to the Weight Truck manufacturer specifications and state law.
 - G. In the event the Weight Truck needs to be replaced, the truck and equipment shall be sold and the monies placed in the Replacement fund for each party to this agreement based upon each party's proportionate share of equity.
 - H. All funds maintained on behalf of the JPA shall accrue interest at a minimum of the pooled rate.
15. Non Use Storage. The Weight Truck, when not in use, shall be stored in a secure locked facility, such as a corp yard, which is protected from the elements. The Weight Truck will be kept in Sutter County. When in use by a Member County, Member County shall ensure that the truck is stored in a secure, locked facility, which is protected from the elements.
16. Reporting. Pursuant to Section 6503.5 of the Government Code, a notice of the Agreement or any amendment to the Agreement shall be prepared and filed with the Office of the Secretary of State within thirty (30) days after the effective date of the Agreement or any amendment thereto. Pursuant to Section 6503.6 of the Government Code, a copy of the full text of this Agreement, and any amendments to the Agreement, shall be filed with the State Controller. Sutter County shall be responsible for making the required filing with the State.
17. Limitations on expenditures. The Administrative Committee shall be limited in the making of expenditures or the incurring of liabilities to the amount of appropriations allowed by the budget as adopted by the Administrative Committee or thereafter revised by the Administrative Committee. There shall be no expenditure or contract made on behalf of the JPA without approval by the Administrative Committee. Except as otherwise provided by law; expenditures made or liabilities incurred in excess of any budget appropriation are not a liability of the JPA or a liability of any Member to this Agreement.

18. Term and Withdrawal. This agreement will continue in effect until terminated as provided for by this Agreement or withdrawal of all but one of the County Members. If one party wishes to withdraw from this agreement, it may do so providing the request is submitted in writing to the remaining parties at least sixty (60) days prior to the proposed withdrawal date. Withdrawal by any Member shall relieve said Member from any obligation to contribute any money or property previously required of said Member by the Administrative Committee, provided, however, that in the event that said withdrawing Member has received any benefit related to said required contributions, said Member shall not be relieved from said obligation. Provided the remaining members agree to purchase the withdrawing member's equity in the Weight Truck, the withdrawing party will be paid by the remaining parties of the JPA its proportionate share of the equity in the Weight Truck only. Any portion of the maintenance and replacement funds or any miscellaneous funds held by Sutter County on behalf of the JPA shall remain the property of the JPA to be used pursuant to this agreement. The withdrawing party will be required to obtain a formal appraisal performed by an independent third-party company that is not a party to this joint powers agreement. The withdrawing party will be solely responsible to arrange for and pay for all costs associated with the outside appraisal.

19. Termination for Cause. Participation by the Member Counties is essential to the successful operation of the JPA. In the event a Member County fails to contribute its proportionate monetary share, or fails to participate meaningfully on the Administrative Committee for an unreasonable period of time, the other two Member Counties may consider terminating the offending county's membership in the JPA by majority vote of the Administrative Committee Members.

20. Dissolution. In the event that two, or all three Member Counties agree to dissolve the JPA, for any reason, the administering county will dispose of the JPA property as detailed in Section 21.

21. Disposition of Property Upon Termination. In the event the JPA declines to purchase the withdrawing party's equity in the Weight Truck, or upon termination by agreement as described above in Section 18, or upon termination for cause as described above in Section 19, or upon termination by agreement as described above in Section 20, such truck and crane shall be sold and the monies received from the sale as well as any funds in the maintenance and replacement

fund and any other miscellaneous funds held by Sutter County for the JPA at the time of termination, after all debts and liabilities are paid, shall be distributed to the Member counties, then a part of this agreement, in proportion to the total amount of contributions made by each party.

22. Amendment. This Agreement may be amended at any time by the mutual written agreement and approval of the respective Boards of Supervisors of the Member Counties hereof.
23. Counterparts: This agreement may be executed in any number of counterparts, and each such counterpart hereof shall be deemed to be an original instrument, but all counterparts together shall constitute one agreement.
24. Agency Designation: Pursuant to Government Code section 6509, the JPA's exercise of power is subject to the restrictions upon the manner of exercising the power of the designated administering agency. Sutter County is designated as the administering agency.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the date and year first herein above written.

-Signatures on Following Pages-

JOINT EXERCISE OF POWERS AGREEMENT FOR WEIGHT TRUCK

COUNTY OF SUTTER

By: _____
Larry Munger, Chairman
Board of Supervisors

ATTEST:
Clerk of the Board of Supervisors of the
County of Sutter, State of California

By: _____
Clerk of the Board

APPROVED AS TO FORM:

By: _____
Jean Jordan
County Counsel

JOINT EXERCISE OF POWERS AGREEMENT FOR WEIGHT TRUCK

COUNTY OF NEVADA

By: _____
Dan Miller, Chair
Board of Supervisors

ATTEST:
Clerk of the Board of Supervisors of the
County of Nevada, State of California

By: _____
Clerk of the Board

APPROVED AS TO FORM:

By: _____
Alison Barratt-Green
County Counsel

JOINT EXERCISE OF POWERS AGREEMENT FOR WEIGHT TRUCK

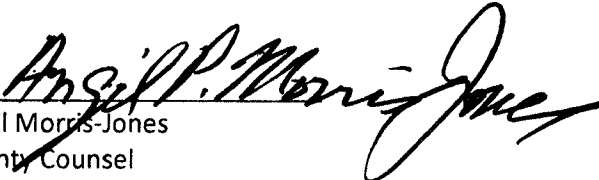
COUNTY OF YUBA

By: _____
Roger Abe, Chairman
Board of Supervisors

ATTEST:
Clerk of the Board of Supervisors of the
County of Yuba, State of California

By: _____
Clerk of the Board

APPROVED AS TO FORM:

By: 
Angil Morris-Jones
County Counsel

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505-1216

The County of Yuba

HEALTH & HUMAN SERVICES DEPARTMENT

Jennifer Vasquez, Director

5730 Packard Ave., Suite 100, P.O. Box 2320, Marysville, California 95901
Phone: (530) 749-6311 FAX: (530) 749-6281



(505-1216) Consi... - 1 of 8

Nichole Quick, MD, MPH
Health Officer
Phone: (530) 749-6366

TO: Human Services Committee
Yuba County

FROM: Jennifer Vasquez, Director
Chaya Galicia, Project Manager
Health & Human Services Department

DATE: December 6, 2016

SUBJECT: Authorize the Chair of the Board to Enter into Memorandum of Understanding for the Sutter Yuba Homeless Management Information System

RECOMMENDATION: It is recommended that the Board of Supervisors authorize the Chair of the Board of Supervisors to enter into and execute the Memorandum of Understanding for the Sutter Yuba Homeless Management Information System (HMIS).

BACKGROUND: The Sutter Yuba HMIS is a computerized information system designed to capture client-level information over time on the characteristics and service needs of men, women, and children experiencing homelessness. The system will be used for a variety of reasons, including efficient data sharing between authorized Agencies, which will in turn provide more effective and streamlined services to clients.

DISCUSSION: In order to systematically share data, the interested agencies must jointly establish a data sharing network formalized by the execution of the attached MOU.

FISCAL IMPACT: Approval of this Resolution will not impact the County General Fund.

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Agency Name: Yuba County Health & Human Services Department MOU Number: _____

MEMORANDUM OF UNDERSTANDING (MOU)

Interagency Data Sharing Agreement

For Sutter Yuba Homeless Management Information System (HMIS)

The Sutter Yuba HMIS is a computerized information system designed to capture client-level information over time on the characteristics and service needs of men, women, and children experiencing homelessness. The system will be used for a variety of reasons, including efficient data sharing between authorized Agencies, which will in turn provide more effective and streamlined services to clients. In order to systematically share data, the interested agencies must jointly establish a data sharing network formalized by the execution of this MOU.

The MOU is a multi-directional sharing relationship between multiple organizations. MOUs are created on the Admin Level within Bell Data Systems. A client can only be assigned to one MOU and only by the organization that created that client. The Bell Data Systems MOU software tool represents the written agreement signed by the participating agencies and an Information Release form listing either the collaboration or accessing agencies by name, signed by the client, and kept on file by the agency. This is one of the primary security measures to maintain the confidentiality and security of client information. This MOU is entered into on _____ (day/mo/yr) by the Partner Agencies listed on the signatory page. (See attached Signatory Page(s).) This executed MOU shall establish a Data Sharing Network comprised solely of those Participating Agencies listed on the Signatory Page(s). Each Agency listed on the Signatory Page(s) agrees as follows:

I. General Understandings:

1. In this Agreement, the following terms shall have the following meanings:
 - a. "Client" refers to a consumer of services;
 - b. "Agency" shall refer generally to any service provider organization which directly enters data in the Sutter Yuba HMIS database;
 - c. "Data Sharing Partners" shall refer generally to any service provider organization which participates in this MOU;
 - d. "Data Sharing Network" shall refer collectively to all service provider organizations that are participating in this MOU;
 - e. "HMIS" refers to the Sutter Yuba Homeless Management Information System governed by the Sutter Yuba Behavioral Health Services and adopted by the Sutter Yuba Homeless Continuum as the official Homeless Management Information System (see Attachment A);
 - f. "System Administrators" refers to the designated individuals of Sutter-Yuba Behavioral Health and Yuba County Health and Human Services Department who will be responsible for overseeing the daily technical aspects of the HMIS.

2. The Executive Director of each Data Sharing Partner is ultimately responsible for ensuring that users within his/her agency abide by all policies stated in this MOU.
 - a. Only the Data Sharing Partners which have been both listed on the signatory page and whose Executive Director has signed and dated the signatory page shall be considered a Partner in this MOU.
 - b. Each Data Sharing Partner understands that any addition, subtraction or modification to the signatory page shall require that a new, original MOU be signed and dated by the Executive Director of each Partner wishing to participate in the Data Sharing Network.
 - c. The System Administrators shall authorize data sharing to begin. Data sharing shall not begin without authorization from the System Administrators. Authorization shall not be granted until the System Administrators obtain the original copy of this MOU, which has been signed and dated by the Executive Director of each Data Sharing Partner.
 - d. The Data Sharing Partner agrees not to release any client information collected by other Data Sharing Partners stored within the HMIS database to any organization or individual not in this Data Sharing Network.
 - e. The Data Sharing Partner will ensure that all persons accessing HMIS have completed the policy and application training modules required for their user type, have executed an Agency Agreement, and have been issued his/her own User ID and password for HMIS. The Data Sharing Partner will ensure that all persons who are issued a User ID and password for the Sutter Yuba HMIS abide by this MOU, including the confidentiality rules and regulations.
 - f. The Yuba Sutter HMIS administrators may implement monitoring procedures to ensure compliance with Client consent and data sharing procedures as defined by this agreement, the User Agreement, and the Yuba Sutter HMIS.

II. Terms and Conditions:

1. The parties hereto agree that this agreement is the complete and exclusive statement of the agreement between parties and supersedes all prior proposals and understandings, oral and written, relating to the subject matter of this agreement.
 - a. No Data Sharing Partner shall transfer or assign any rights or obligations without the written consent of the other Data Sharing Partners.

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- b. This agreement may be terminated by submitting written notice to the HMIS Administrators and the Executive Director of all Data Sharing Partners with thirty (30) days advance notice. In the event that other parties desire continuation of the data sharing arrangement, a new MOU shall be executed among the interested parties.

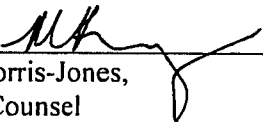
IN WITNESS WHEREOF, this MOU has been executed as follows:

COUNTY OF YUBA

_____, Chair
Yuba County Board of Supervisors

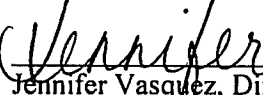
On: _____
(Date)

APPROVED AS TO FORM:



Angil Morris-Jones,
County Counsel

RECOMMENDED FOR APPROVAL:



Jennifer Vasquez, Director
Yuba County Health & Human
Services Department

Recommended for Approval:



Information Technology Date 11/13/15

ATTEST: DONNA STOTTLEMEYER
Clerk of the Board of Supervisors

By: _____

SUTTER YUBA BEHAVIORAL HEALTH SERVICES

By: _____
Name
Title

On: _____
(Date)

SUTTER COUNTY BOARD OF SUPERVISORS

By: _____
Ron Sullenger, Chairman

Date: _____

APPROVED AS TO FORM
SUTTER COUNTY COUNSEL

ATTEST: DONNA M. JOHNSTON
SUTTER COUNTY CLERK OF THE BOARD

By: _____

ATTACHMENT A: Homeless Management Information System

The Client Services Network (CSN) is an on-line web-based computerized data collection, searching, sharing, and organizing tool designed to capture client-level information over time on the characteristics and service needs of persons seeking services in the Yuba-Sutter region. The CSN is our community's Homeless Management Information System (HMIS) compliant system as defined by the U.S. Department of Housing and Urban Development regulations. It allows personnel at Partner Agencies who have been authorized by the Systems Administrator to input, use, and retrieve information concerning their own clients and to share information, subject to agreements, on common clients with other Partner Agencies.

The Systems Administrator allows Partner Agency access and utilization of the CSN, subject to the terms and conditions set forth in this Agreement. All references to actions taken by or consents or releases to be signed by a "client" herein shall include the actions, consents, and releases of the client's guardian, where applicable.

Objective of the CSN:

- a. Improved coordinated care for and services to agency clients;
- b. Automated processes to replace manual processes(when practical);
- c. Fulfillment of agency reporting requirements, to include U.S. Department of Housing and Urban Development (HUD), reports to the government entities, charitable funders and agency-specific reports;
- d. Compliance with all state and federal requirements regarding client/consumer confidentiality and data security (HIPAA, etc.);
- e. Timely, credible, quality data about services;
- f. A user- friendly system that promotes service coordination and use of resources.

The System Administrator provides oversight for the Client Service Network (CSN) and holds the master license to the CSN under contract with Bell Data Systems, the developer, provider and host of the software that houses the CSN and associated database. The System Administrator is responsible for granting and limiting Partner Agencies' access to CSN. Utilizing a variety of methods, the System Administrator will protect, to the utmost of its ability, the CSN data from any unauthorized modification, disclosure, corruption, or destruction.

Confidentiality:

- a. Partner Agency and System Administrator will uphold relevant and governing federal and state confidentiality regulations and laws that protect client records and will only release confidential client records with written consent by the client, or the client's guardian, unless otherwise provided for in regulations or law.
- b. Each user will register for a unique User Identification (ID) and Password. They are not to share or reveal that information and are to promptly report to Partner Agency and System Administrator if the confidentiality of such unique User ID and Password has been or may have been compromised. In such event, a new User ID and/or Password shall be assigned, and the old one deactivated.
- c. The System Administrator shall ensure that all staff employed by the System Administrator with access to the client database will have background checks conducted and receive confidentiality training.

- d. Partner Agency will conduct thorough background checks on all persons issued User ID's and Passwords for CSN as appropriate to the Partner Agency.
- e. Partner Agency shall ensure that appropriate actions are taken against any person associated with the Partner Agency who violates client confidentiality and/or consent. Appropriate action may include probation, termination, and/or filing of criminal charges, and prompt remedial action to contain and reverse the damage caused by such violation.
- f. Partner Agency and system Administrator understand application of the CSN is secured by a user authentication process, audit trails, data encryption of at least 128-bit for electronic data submission and data storage in binary and encrypted format. Partner Agency shall ensure that its user do not take any action to compromise circumvent or overcome such security features, or in any way to interfere with the proper and efficient operation and administration of the CSN. Partner Agency shall further ensure that its authorized users do not attempt to access or use the CSN in a manner that exceeds their authorized access level.
- g. Partner Agency and System Administrator understand the file server, which contains all client information, including encrypted identifying client information, will be located at an appropriate location as determined by Bell Data Systems.
- h. Partner Agency agrees to document, via a signed Confidentiality Policy and Consent to Exchange Information form, a Client's (or guardian's when appropriate) understanding and consent to enter client information into a central database and the reasons for this entry.
- i. An individual client (or guardian) must give informed client consent by signing the Confidentiality Policy and Consent to Exchange Information form at the Partner Agency prior to the Partner Agency sharing any client Information with another agency.
- j. The completed Confidentiality Policy and Consent to Exchange Information form may provide:
 - a. Informed client consent regarding basic identifying client data to be entered into a shared database.
 - b. Release of non-confidential service transaction information to be shared for report purposes.
 - c. Client releases to authorize the sharing of basic client identifying information among designated CSN Partner Agencies.

SIGNATORY PAGE (1) of (1) PAGES**MOU Number:** _____**Authorized Organization Representative Signatures:**

| Print Name | Signature | Title | Organization | Date |
|------------------|-----------|---------------------------------------|---|------|
| Erich Runge | | HHSD Program Manager | Yuba County Health & Human Services Dept. | |
| Pamela Cook | | HHSD Program Manager | Yuba County Health & Human Services Dept. | |
| Chaya Galicia | | Homeless Project Manager | Yuba County Health & Human Services Dept. | |
| Christina Houde | | Office Assistant I Extra Hire | Yuba County Health & Human Services Dept. | |
| Carla Jara | | Program Specialist | Yuba County Health & Human Services Dept. | |
| Bunny Keterman | | Social Worker (CWS) | Yuba County Health & Human Services Dept. | |
| Victoria Ray | | Eligibility Technician II | Yuba County Health & Human Services Dept. | |
| Tracy Bryan | | HHSD Program Manager | Yuba County Health & Human Services Dept. | |
| Megan Stutler | | Social Worker I (Employment) | Yuba County Health & Human Services Dept. | |
| Melissa Gianelli | | Social Worker Supervisor (Employment) | Yuba County Health & Human Services Dept. | |
| Angelica Bravo | | Social Worker I (Employment) | Yuba County Health & Human Services Dept. | |
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The County of Yuba

(506-1216) Consi... - 1 of 4

HEALTH & HUMAN SERVICES DEPARTMENT



Jennifer Vasquez, Director

5730 Packard Ave., Suite 100, P.O. Box 2320, Marysville, California 95901
Phone: (530) 749-6311 FAX: (530) 749-6281



Nichole Quick, MD, MPH
Health Officer
Phone: (530) 749-6366

TO: Human Services Committee
Yuba County

FROM: Jennifer Vasquez, Director 
Homer Rice, MPH, PhD, Health Administrator 
Health & Human Services Department

DATE: December 6, 2016

SUBJECT: Approval to Accept California Kids' Plates Program Child Safety Equipment from California Department of Public Health (CDPH)

RECOMMENDATION: It is recommended that the Board of Supervisors, on behalf of its Health and Human Services Department (HHSD), accept the Child Safety Equipment Award from the California Department of Public Health (CDPH), California Kids' Plates Program.

BACKGROUND: HHSD, through its Public Health Division, submitted an application in response to the August 2016 Request for Application for the California Kids' Plates Program Child Safety Equipment Distribution and has been Awarded participation in the program. The California Kids' Plates Program will Award HHSD, Public Health Division with fifty (50) convertible child safety seats and ninety-six (96) multi-sport safety helmets for distribution to low income families. Participants will receive proper demonstrations, education and assistance with car seat installation or helmet fittings.

DISCUSSION: The acceptance of the equipment will allow HHSD, Public Health Division, to distribute car seats and helmets to low income families living in Yuba County.

FISCAL IMPACT: Approval of the California Kids' Plates Program Child Safety Equipment will not impact County General Funds.

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KAREN L. SMITH, MD, MPH
Director and State Public Health Officer

State of California—Health and Human Services Agency
California Department of Public Health

(506-1216) Consi... - 3 of 4



EDMUND G. BROWN JR.
Governor

COPY

September 12, 2016

RE: Kids' Plates Request For Application

Dear Yuba County Health and Human Services Department:
kglavaris@co.yuba.ca.us

Thank you for submitting an application to the **California Kids' Plates Program Child Safety Equipment Distribution Request for Applications (RFA): August 2016**.

I am pleased to inform you that your application was selected for award and you will be receiving the following quantities and types of child safety equipment:

- 50 convertible child safety seats.
- 96 multi-sport safety helmets.
- N/A life vests.
- N/A smoke alarms.

Please note: The quantities and types of items listed above may be different from what you requested in your application.

As a reminder, it was the intent of the RFA to supply child safety equipment to those entities in California with the capacity to conduct successful education and outreach. Therefore, as agreed upon in your application, the following is required:

- If you are receiving convertible child safety seats, you **MUST** have a Certified Child Passenger Safety Technician available to you who will provide education and demonstrate proper installation, as follows nationally recommended best practice.
- If you are receiving multi-sport safety helmets, you **MUST** demonstrate proper helmet fit and provide education on helmet use to those receiving the multi-sport safety helmets.
- If you are receiving life vests, you **MUST** demonstrate proper life vest fit and provide education on life vest use and water safety to those receiving life vests.
- If you are receiving smoke alarms, you **MUST** ensure that a trained individual installs the smoke alarms and provides education on use and maintenance.



Page 2

In addition, consistent with the requirements of the RFA:

- You must distribute your allotted safety equipment before **June 30, 2017**.
- You must disseminate safety equipment items at no-cost for the benefit of California children up to age 18 who are from low income families.
- You must complete an online progress report that will be due July 31, 2017.

The delivery of safety equipment will occur in January 2017. You must be able to receive the quantities and types of safety equipment listed above at the time of delivery, without advanced notice or special delivery options (e.g., lift gates). Although there is no guarantee, every effort will be made to make tracking information or shipment notification available to you. We will use the contact and delivery information you put in your application. If there is any change to that information, you must notify us by **Friday, October 14, 2016**, or risk having your safety equipment forfeited.

Although it is not permissible to use the CDPH logo without prior approval, you are encouraged to give the following attribution when appropriate: Child safety equipment provided by the California Department of Public Health's Kid's Plates Program, with funding from the sale of specialized vehicle license plates (Child Health and Safety Fund). www.cdph.ca.gov/programs/Pages/KidsPlates.aspx

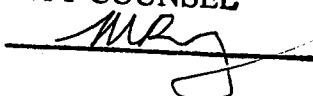
If you have any questions or concerns, please contact us by email at: kidsplates@cdph.ca.gov.

Again, congratulations and thank you for your continued dedication and commitment to preventing unintentional injuries, disabilities, and deaths among children in California!

Sincerely,



Stacy Alamo Mixson, M.P.H., Chief
Safe and Active Communities Branch

APPROVED AS TO FORM
ANGIL P. MORRIS-JONES
COUNTY COUNSEL
BY: 

DECEMBER 6, 2016

YUBA COUNTY PUBLIC FACILITIES CORPORATION

Yuba County Government Center
Board Chambers, 915 Eighth Street
Marysville, California

5:55 P.M.

- A. ROLL CALL: Directors Vasquez, Nicoletti, Griego, Abe, Fletcher
- B. Approve minutes of the meeting of April 26, 2016.
- C. Adopt resolution approving the form and authorizing the execution of a termination agreement in connection with the refinancing by the County of Yuba of an existing lease executed to finance various solar improvements and directing certain actions thereto.
- D. ADJOURN

MINUTES OF THE REGULAR MEETING OF
THE COUNTY OF YUBA
PUBLIC FACILITIES CORPORATION
APRIL 26, 2016

The Honorable Board of Directors of the Yuba County Public Facilities Corporation met in regular session on the above date, commencing at 09:31 a.m., within the Government Center, Marysville, California, with a quorum being present as follows: Directors Andy Vasquez, John Nicoletti, Roger Abe, and Randy Fletcher. Director Mary Jane Griego was absent. Also present were County Administrator Robert Bendorf and County Counsel Angil Morris-Jones.

A. ROLL CALL: Directors Vasquez, Nicoletti, Abe, Fletcher – Griego absent

B. ELECTION OF OFFICERS

MOTION: Move to appoint Mary Jane Griego President-Chief Executive Officer; Randy Fletcher Secretary

MOVED: John Nicoletti SECOND: Andy Vasquez

AYES: John Nicoletti, Andy Vasquez, Roger Abe, Randy Fletcher

NOES: None ABSENT: Mary Jane Griego ABSTAIN: None

MOTION: Move to appoint Andy Vasquez Chief Financial Officer

MOVED: Roger Abe SECOND: Randy Fletcher

AYES: Roger Abe, Randy Fletcher, Andy Vasquez, John Nicoletti

NOES: None ABSENT: Mary Jane Griego ABSTAIN: None

C. Approve minutes of the meeting of April 28, 2015.

MOTION: Move to approve MOVED: John Nicoletti SECOND: Andy Vasquez

AYES: John Nicoletti, Andy Vasquez, Roger Abe, Randy Fletcher

NOES: None ABSENT: Mary Jane Griego ABSTAIN: None

D. ADJOURN: 9:32 a.m.

Mary Jane Griego, President

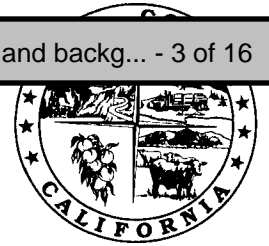
ATTEST:
SECRETARY OF THE COUNTY OF YUBA
PUBLIC FACILITIES CORPORATION

Randy Fletcher


Approved: _____

The County of Yuba

Office of the County Administrator



Robert Bendorf, County Administrator

DATE: December 6, 2016
TO: Board of Directors of the County of Yuba Public Facilities Corporation
FROM: Robert Bendorf, County Administrator 
RE: Refunding of 2011 Solar Lease

RECOMMENDATION

It is recommended that the Board of Directors authorize the attached resolution approving the form and authorize the Chair to execute the resolution and termination agreement in connection with the 2011 Solar Lease and directing certain actions thereto.

BACKGROUND

In 2011, the County entered into a 2011 Solar Lease in the approximate amount of \$9.4 million with Bank of America. The financing implemented solar generation and energy efficiency projects. The 2011 Solar Lease is secured by the Government Center. It is repaid from energy savings.

DISCUSSION

The County wishes to refinance the remaining balance of the 2011 Solar Lease with a 2016 Equipment Lease with the Yuba County Water Agency. The 2016 Equipment Lease will reduce total interest costs, and thereby allow more money to be available for local uses rather than paid to outside investors.

The resolution authorizes the County to execute a termination agreement that will allow the County to unencumber the Government Center. The Government Center is an essential asset that must be used as the leased asset for the 2016 Levee Bond Refunding. The 2016 Equipment Lease will be secured by solar equipment acquired in 2011 and 2015.

FISCAL IMPACT

The 2016 Equipment Lease will enable the County to save approximately \$650,000 in interest costs in 2027, the final year of the lease. The payment schedule for the 2016 Solar Refinancing is attached (Exhibit A).

**PUBLIC FACILITIES CORPORATION
OF THE COUNTY OF YUBA**

**A RESOLUTION APPROVING THE FORM) RESOLUTION NO. _____
AND AUTHORIZING THE EXECUTION)
OF A TERMINATION AGREEMENT IN)
CONNECTION WITH THE REFINANCING)
BY THE COUNTY OF YUBA OF AN)
EXISTING LEASE EXECUTED TO FINANCE) VARIOUS SOLAR IMPROVEMENTS AND)
AUTHORIZING AND DIRECTING)
CERTAIN ACTIONS WITH RESPECT)
THERE TO.)**

RESOLVED, by the Board of Directors (the "Board") of the County of Yuba Public Facilities Corporation (the "Corporation"), as follows:

WHEREAS, the County of Yuba (the "County") has determined to refinance its obligations under a lease agreement executed in 2011 to finance various solar energy projects throughout the geographic boundaries of the County (the "2011 Solar Lease"), and to implement a lease financing with the Yuba County Water Agency for such purposes; and

WHEREAS, it is in the public interest and for the public benefit that the Corporation authorize and direct execution of a termination agreement in connection therewith; and

NOW, THEREFORE, it is hereby **ORDERED** and **DETERMINED**, as follows:

Section 1. A termination agreement, by and among the County, the Corporation and Bank of America, N.A. (the "Assignee"), whereby the County, the Corporation and the Assignee agree to terminate the documents relating to the 2011 Solar Lease, in the form on file with the Secretary, be and is hereby approved, and the President/Chief Executive Officer or the Chief Financial Officer, or any designee thereof, is hereby authorized and directed to execute said document, with such changes, insertions and omissions as may be approved by such official, the execution thereof to be conclusive evidence of such approval, and the Secretary is hereby authorized and directed to attest to such official's signature.

Section 2. The President/Chief Executive Officer, the Chief Financial Officer, the Secretary and other officials of the Corporation are hereby authorized and directed to execute such other agreements, documents and certificates and to take such other actions as may be necessary to effect the purposes of this resolution and the lease financing herein authorized.

Section 3. This Resolution shall take effect upon its adoption by the Board.

PASSED AND ADOPTED of the Board of Directors of Yuba Public Facilities Corporation in a regular meeting assembled on the 6th day of December, 2016, by the following vote to wit:

AYES:
NOES:
ABSENT:
ABSTAIN:

By: _____
Chair of the Public Facilities Corporation

ATTEST: DONNA STOTTLEMEYER
SECRETARY OF THE BOARD OF DIRECTORS

BY: _____

ANGIL P. MORRIS-JONES
YUBA COUNTY COUNSEL
APPROVED AS TO FORM

BY: 

SOURCES AND USES OF FUNDS

Solar Refunding & Sheriff Funding
Solar Refinance

| | |
|---------------|------------|
| Dated Date | 12/15/2016 |
| Delivery Date | 12/15/2016 |

Sources:

Bond Proceeds:

| | |
|------------|--------------|
| Par Amount | 7,535,000.00 |
|------------|--------------|

| |
|--------------|
| 7,535,000.00 |
|--------------|

Uses:

Project Fund Deposits:

| | |
|----------------------|--------------|
| Solar Escrow Deposit | 7,518,360.49 |
|----------------------|--------------|

Delivery Date Expenses:

| | |
|------------------|-----------|
| Cost of Issuance | 15,000.00 |
|------------------|-----------|

Other Uses of Funds:

| | |
|---------------------|----------|
| Additional Proceeds | 1,639.51 |
|---------------------|----------|

| |
|--------------|
| 7,535,000.00 |
|--------------|

BOND DEBT SERVICE

Solar Refunding & Sheriff Funding
Solar Refinance

| Period Ending | Principal | Coupon | Interest | Debt Service | Annual Debt Service |
|------------------|-----------|--------|------------|--------------|------------------------|
| 12/15/2016 | | | | | |
| 06/01/2017 | 390,000 | 2.320% | 80,607.76 | 470,607.76 | 470,607.76 |
| 06/01/2018 | 810,000 | 2.320% | 165,764.00 | 975,764.00 | 975,764.00 |
| 06/01/2019 | 575,000 | 2.320% | 146,972.00 | 721,972.00 | 721,972.00 |
| 06/01/2020 | 620,000 | 2.320% | 133,632.00 | 753,632.00 | 753,632.00 |
| 06/01/2021 | 665,000 | 2.320% | 119,248.00 | 784,248.00 | 784,248.00 |
| 06/01/2022 | 715,000 | 2.320% | 103,820.00 | 818,820.00 | 818,820.00 |
| 06/01/2023 | 765,000 | 2.320% | 87,232.00 | 852,232.00 | 852,232.00 |
| 06/01/2024 | 820,000 | 2.320% | 69,484.00 | 889,484.00 | 889,484.00 |
| 06/01/2025 | 880,000 | 2.320% | 50,460.00 | 930,460.00 | 930,460.00 |
| 06/01/2026 | 940,000 | 2.320% | 30,044.00 | 970,044.00 | 970,044.00 |
| 06/01/2027 | 355,000 | 2.320% | 8,236.00 | 363,236.00 | 363,236.00 |
| | 7,535,000 | | 995,499.76 | 8,530,499.76 | 8,530,499.76 |

BOND SOLUTION

Solar Refunding & Sheriff Funding
Solar Refinance

| Period Ending | Proposed Principal | Proposed Debt Service | Total Adj Debt Service | Revenue Constraints | Unused Revenues | Debt Serv Coverage |
|------------------|-----------------------|--------------------------|---------------------------|------------------------|--------------------|-----------------------|
| 06/01/2017 | 390,000 | 470,608 | 470,608 | 475,513 | 4,905 | 101.04232% |
| 06/01/2018 | 810,000 | 975,764 | 975,764 | 977,341 | 1,577 | 100.16162% |
| 06/01/2019 | 575,000 | 721,972 | 721,972 | 724,200 | 2,228 | 100.30860% |
| 06/01/2020 | 620,000 | 753,632 | 753,632 | 755,093 | 1,461 | 100.19386% |
| 06/01/2021 | 665,000 | 784,248 | 784,248 | 787,367 | 3,119 | 100.39771% |
| 06/01/2022 | 715,000 | 818,820 | 818,820 | 821,084 | 2,264 | 100.27650% |
| 06/01/2023 | 765,000 | 852,232 | 852,232 | 856,310 | 4,078 | 100.47851% |
| 06/01/2024 | 820,000 | 889,484 | 889,484 | 893,114 | 3,630 | 100.40810% |
| 06/01/2025 | 880,000 | 930,460 | 930,460 | 931,566 | 1,106 | 100.11887% |
| 06/01/2026 | 940,000 | 970,044 | 970,044 | 971,743 | 1,699 | 100.17515% |
| 06/01/2027 | 355,000 | 363,236 | 363,236 | 1,013,721 | 650,485 | 279.08054% |
| | 7,535,000 | 8,530,500 | 8,530,500 | 9,207,052 | 676,552 | |

AFTER RECORDATION RETURN TO:

Quint & Thimmig LLP
900 Larkspur Landing Circle, Suite 270
Larkspur, CA 94939-1726
Attention: Brian D. Quint, Esq.

THIS TRANSACTION IS EXEMPT FROM CALIFORNIA DOCUMENTARY TRANSFER TAX PURSUANT TO SECTION 11929 OF THE CALIFORNIA REVENUE AND TAXATION CODE. THIS DOCUMENT IS EXEMPT FROM RECORDING FEES PURSUANT TO SECTION 27383 OF THE CALIFORNIA GOVERNMENT CODE.

TERMINATION AGREEMENT

Dated as of January 1, 2017

by and among the

COUNTY OF YUBA,

the

COUNTY OF YUBA PUBLIC FACILITIES CORPORATION, and

BANK OF AMERICA, N.A., as Assignee

Relating to the prepayment of the outstanding
Lease Agreement, dated March 18, 2011, by and between the County of Yuba Public Facilities Corporation
and the County of Yuba, Assigned to Bank of America, N.A.

TERMINATION AGREEMENT

This TERMINATION AGREEMENT is dated as of January 1, 2017, and is by and among the COUNTY OF YUBA (the "County"), the COUNTY OF YUBA PUBLIC FACILITIES CORPORATION (the "Corporation") and BANK OF AMERICA, N.A., as assignee (the "Assignee").

WITNESSETH:

WHEREAS, the County and the Corporation have heretofore entered into a lease agreement, dated March 18, 2011 (the "Lease"), pursuant to which the Corporation and the County entered into a transaction for the lease financing of certain facilities (the "Facilities"), including the site thereof, more fully described in Exhibit A attached hereto (the "Site" and, with the Facilities, the "Property"), and the County agreed to make certain lease payments (the "Lease Payments") to the Corporation;

WHEREAS, pursuant to an assignment agreement, dated March 18, 2011 (the "Assignment Agreement"), by and between the Corporation and the Assignee, the Corporation assigned to the Assignee, among other things, its rights to receive Lease Payments from the County under the Lease and the right to exercise such rights and remedies conferred on the Corporation under the Lease to enforce payment of the Lease Payments;

WHEREAS, the Lease provides that in the event that the County deposits, or causes the deposit on its behalf of moneys for the prepayment of the Lease Payments, then all of the obligations of the County under the Lease and all of the security provided by the County for such obligations, excepting only the obligation of the County to make the Lease Payments from said deposit, shall cease and terminate, and unencumbered title to the Property shall be vested in the County without further action by the County or the Corporation;

WHEREAS, the County has determined that it is in the best interests of the County at this time to refinance the County's obligation to make the Lease Payments, and to that end, the Corporation proposes to lease certain property from the Yuba County Water Agency pursuant to that certain Lease Agreement, dated as of January 1, 2017 (the "Lease Agreement"), for which the Agency will make an advance rental payment to the County under an equipment lease, dated as of January 1, 2017;

WHEREAS, upon deposit of a portion of the proceeds of the Lease Agreement for prepayment of the Lease Payments, the Lease and the agreements related thereto need not be maintained (except as otherwise provided below), and the parties hereto now desire to provide for the termination of such documents as provided herein;

NOW, THEREFORE, in consideration of the foregoing and for other consideration the receipt and sufficiency of which are hereby acknowledged, the parties hereto do hereby agree:

Section 1. Termination.

(a) By virtue of the deposit of a portion of the proceeds of the Lease Agreement for prepayment of the Lease Payments, all obligations of the County under the Lease shall cease and terminate, excepting only the obligation of the County to make, or cause to be made, all payments from such deposit and title to the Property shall vest in the County on the date of said deposit automatically and without further action by the County or the Corporation. Said

deposit and interest earnings thereon shall be deemed to be and shall constitute a special fund for the prepayment of the Lease Payments.

(b) In accordance with the foregoing, the following agreements (including any option to purchase contained therein), are hereby terminated and are of no further force or effect (except for the provisions which, by their terms, survive but which do not affect real property):

(i) Site and Facility Lease, dated March 18, 2011, by and between the County and the Corporation, recorded on March 18, 2011, as Document No. 2011R-003180, Yuba County Records;

(ii) Lease, recorded by memorandum on March 18, 2011, as Document No. 2011R-003181, Yuba County Records; and

(iii) Assignment Agreement, recorded on March 18, 2011, as Document No. 2011R-003182, Yuba County Records.

(c) From and after the date hereof, none of the parties shall have any further rights or obligations thereunder.

Section 3. Execution in Counterparts. This Termination Agreement may be executed in several counterparts, each of which shall be an original and all of which shall constitute but one and the same instrument.

IN WITNESS WHEREOF, the parties hereto have duly executed this Termination Agreement.

COUNTY OF YUBA

By _____
Name _____
Title _____

Attest:

Name _____
Clerk of the Board of Supervisors

COUNTY OF YUBA PUBLIC FACILITIES
CORPORATION

By _____
Name _____
Title _____

Attest:

Name _____
Secretary

BANK OF AMERICA, N.A., as Assignee

By _____
Name _____
Title _____

NOTARY ACKNOWLEDGMENTS TO BE INSERTED

EXHIBIT A

DESCRIPTION OF THE SITE

All that certain real property situated in the County of Yuba, State of California, described as follows:

PARCEL ONE:

BEGINNING AT THE SOUTHEASTERLY CORNER OF LOT 8, BLOCK 6, RANGE "J", AS SHOWN UPON THE OFFICIAL MAP OF THE CITY OF MARYSVILLE, APPROVED MARCH 22, 1856, AND ON FILED IN THE OFFICE OF THE COUNTY RECORDER OF THE COUNTY OF YUBA, STATE OF CALIFORNIA, AND RUNNING THENCE ON THE SOUTHERLY LINE OF SAID BLOCK 6, RANGE "J", AND THE WESTERLY PROJECTION THEREOF, SOUTH 83 DEGREES 43'50" WEST, 448.07 FEET, MORE OR LESS, TO THE SOUTHEASTERLY CORNER OF LOT 8, BLOCK 6, RANGE "K" OF SAID CITY OF MARYSVILLE; THENCE ON THE EASTERLY LINE OF SAID BLOCK 6, RANGE "K" AND THE EASTERLY LINE OF BLOCK 7, RANGE "K" OF SAID CITY OF MARYSVILLE AND THE NORTHERLY PROJECTION THEREOF, NORTH 06 DEGREES 37'34" WEST, 660.58 FEET, MORE OR LESS, TO A POINT ON A CURVE, SAID CURVE BEING THE SOUTHERLY LINE OF THAT CERTAIN RIGHT OF WAY CONVEYED TO THE STATE OF CALIFORNIA BY DEED RECORDED MAY 26, 1945 IN VOLUME 88 OFFICIAL RECORDS OF YUBA COUNTY, AT PAGE 337; THENCE NORTHEASTERLY ALONG SAID CURVE TO THE RIGHT WITH A RADIUS OF 3500 FEET, THROUGH A CENTRAL ANGLE OF 06 DEGREES 34'22" A DISTANCE OF 401.51 FEET (THE CHORD OF SAID CURVE BEARS NORTH 78 DEGREES 58'00" EAST, 401.30 FEET), MORE OR LESS, TO A POINT ON THE WESTERLY LINE OF LOT 4, BLOCK 7, RANGE "J" OF SAID CITY OF MARYSVILLE, SAID POINT BEING THE SOUTHWESTERLY CORNER OF THAT CERTAIN PARCEL OF LAND DESCRIBED IN THE DEED TO THE STATE OF CALIFORNIA RECORDED JANUARY 11, 1943, IN VOLUME 73 OFFICIAL RECORDS OF YUBA COUNTY, AT PAGE 439; THENCE ON THE SOUTHERLY LINE OF SAID PARCEL DESCRIBED IN DEED RECORDED JANUARY 11, 1943, NORTH 83 DEGREES 21'01" EAST, 49.83 FEET, MORE OR LESS, TO A POINT ON THE EASTERLY LINE OF SAID LOT 4, AND THENCE ON THE EASTERLY LINE OF SAID BLOCK 7, RANGE "J" AND THE EASTERLY LINE OF SAID BLOCK 6, RANGE "J" SOUTH 06 DEGREES 38'50" EAST, 715.13 FEET, MORE OR LESS TO THE POINT OF BEGINNING.

EXCEPTING THEREFROM ALL OF THE MINERALS ORES OF EVERY KIND AND CHARACTER NOW KNOWN TO EXIST OR HEREAFTER DISCOVERED UPON, WITHIN OR UNDERLYING SAID LAND BELOW A DEPTH OF 500 FEET OR THAT MAY BE PRODUCED THEREFROM, INCLUDING, WITHOUT LIMITING THE GENERALITY OF THE FOREGOING, ALL PETROLEUM, OIL, NATURAL GAS AND OTHER HYDROCARBON SUBSTANCES AND PRODUCTS DERIVED THEREFROM, TOGETHER WITH THE EXCLUSIVE AND PERPETUAL RIGHT THERETO, WITHOUT, HOWEVER, THE RIGHT TO USE OR PENETRATE THE SURFACE OF, OR TO ENTER UPON, SAID LAND WITHIN 500-FEET OF THE SURFACE THEREOF, TO EXTRICATE OR REMOVE THE SAME, AS TO A PORTION OF THE LAND HEREIN DESCRIBED, AS RESERVED IN THAT CERTAIN DEED EXECUTED BY SOUTHERN PACIFIC COMPANY, A CORPORATION RECORDED NOVEMBER 23, 1964, IN BOOK 404 PAGE 378 OFFICIAL RECORDS.

ALSO EXCEPTING THEREFROM THE FOLLOWING:

BEGINNING AT THE NORTHEAST CORNER OF THAT CERTAIN PARCEL OF LAND DESCRIBED IN THE DEED TO MONTGOMERY WARD REALTY CORPORATION, RECORDED NOVEMBER 23, 1964, IN VOLUME 404 OFFICIAL RECORDS OF YUBA COUNTY, AT PAGE 399 AND RUNNING THENCE ON THE NORTH LINE OF SAID PARCEL SOUTH 83 DEGREES 21'01" WEST 49.83 FEET, MORE OR LESS, TO A POINT ON THE WESTERLY LINE OF LOT 4 OF BLOCK 7, RANGE "J", AS SHOWN UPON THE OFFICIAL MAP OF THE CITY OF MARYSVILLE, APPROVED MARCH 22, 1856, AND ON FILE IN THE OFFICE OF THE COUNTY RECORDER OF THE COUNTY OF YUBA;

THENCE ALONG A CURVE TO THE LEFT WITH A RADIUS OF 3500 FEET THROUGH AN ANGLE OF 00 DEGREES 36'59", AN ARC DISTANCE OF 37.65 FEET (THE CHORD OF SAID CURVE BEARS SOUTH 78 DEGREES 57'15" WEST 37.65 FEET); THENCE FROM A TANGENT THAT BEARS NORTH 78 DEGREES 38'46" EAST ALONG A CURVE TO THE RIGHT WITH A RADIUS OF 80 FEET THROUGH AN ANGLE OF 94 DEGREES 42'15", AN ARC DISTANCE OF 132.23 FEET (THE CHORD OF SAID CURVE BEARS SOUTH 54 DEGREES 00'06" EAST 117.00 FEET) TO A POINT ON THE EASTERLY LINE OF SAID LOT 4; THENCE ALONG SAID EASTERLY LINE NORTH 05 DEGREES 38'59" WEST, 82.37 FEET TO THE POINT OF BEGINNING.

PARCEL TWO:

A RECIPROCAL AND NON-EXCLUSIVE EASEMENT AS DISCLOSED BY THAT CERTAIN DOCUMENT ENTITLED "RECIPROCAL EASEMENT AGREEMENT" RECORDED NOVEMBER 23, 1964, IN BOOK 404, OFFICIAL RECORDS, PAGE 400 AND RECORDED MAY 22, 1972, IN BOOK 534 PAGE 661 AND AMENDED BY THAT CERTAIN DOCUMENT ENTITLED "AMENDMENT NO. 1 TO RECIPROCAL EASEMENT AGREEMENT" RECORDED SEPTEMBER 20, 1978, IN BOOK 677 PAGE 401 AND AMENDED BY THAT CERTAIN DOCUMENT ENTITLED "AMENDMENT NO. 2 TO RECIPROCAL EASEMENT AGREEMENT" RECORDED DECEMBER 31, 2002, AS DOCUMENT NO. 200217873 OFFICIAL RECORDS.

A.P.N. 010-031-014

The County of Yuba



December 6, 2016

TO: Board of Supervisors
FROM: Supervisor John Nicoletti
SUBJECT: Yuba County Youth Commission

Recommendation

Rescind Resolution No. 2010-15 establishing the Yuba County Youth Commission and approving bylaws.

Background and Discussion

The Yuba County Youth Commission was formed on February 23, 2010 with the purpose of advising the Board on legislative policies, needs, priorities, programs, and assessments concerning children and youth of the community. The commission was to be comprised of 11 youth members between the 8th and 12th grades with each Board member appointing two representatives from their district and one at-large representative to be a resident of the county. Notices announcing the commission formation and application process will be provided to schools, posted in the Government Center and Library, and on the internet. Meetings of the commission will be held in the board chambers bi-monthly on the second and fourth Monday at 5:30 p.m.

Vacancies have been posted consistently on the on the County's website, within the building, and at times in the Appeal Democrat. In addition, notices were sent the first two years all schools with students within the eligible age group. Since formation of the commission only five applications have been received.

Since the formation of the County's commission, the Sea Cadets was formed which is a program that accepts children of the same age group and addresses many of the goals we planned for our commission and has achieved many more. It is for these reasons I recommend rescinding the resolution.

Committee Action

Brought directly to Board for consideration.

Fiscal Impact

None.

BEFORE THE YUBA COUNTY

BOARD OF SUPERVISORS

| | | |
|------------------------------------|---|--------------------------------------|
| RESOLUTION ESTABLISHING THE |) | RESOLUTION NO. <u>2010-15</u> |
| YUBA COUNTY YOUTH |) | |
| COMMISSION |) | |
| _____ |) | |

WHEREAS, the purpose of the Youth Commission is to collect all information relevant to advising the Board of Supervisors on the effects of legislative policies, needs, assessments, priorities, programs, and budgets concerning the children and youth of Yuba County; and

WHEREAS, Supervisor John Nicoletti recommended the creation of the Yuba County Youth Commission (hereinafter called "Youth Commission") and shall be considered the Youth Commission Board Liaison until such date that another is appointed; and

WHEREAS, all youth appointed to the Youth Commission are volunteer employees of the County and, by resolution, are covered by the Yuba County Workers' Compensation Insurance when performing services for the Youth Commission; and

WHEREAS, the Yuba County Board of Supervisors has reviewed, read and considered this Resolution and the attached Youth Commission Bylaws.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED, that the Yuba County Board of Supervisors approve as follows:

Section 1. YOUTH COMMISSION

There is hereby established a commission to be known as the Yuba County Youth Commission (hereinafter called "Youth Commission") to advise the Board of Supervisors on issues relating to children and youth. The Youth Commission shall operate under the jurisdiction of the Yuba County Board of Supervisors.

Section 2. YOUTH COMMISSION MEMBERSHIP; APPOINTMENT; TERMS; MEETINGS; COMPENSATION; INSURANCE; DIRECTOR

(a) Youth Commission Membership. The Youth Commission shall consist of eleven (11) voting members, each of whom shall be between entering the eighth (8th) grade and at least 12 years of age and entering the twelfth (12th) grade of school at the time of the appointment to the Youth Commission. School is defined herein to mean a California recognized education system which includes but, is not limited to public, private or home school programs. Each member of the Yuba County Board of Supervisors shall appoint two members to the Youth Commission. The Supervisor who has been appointed as the Board's Liaison to the Youth Commission shall appoint one (1) additional youth to be an at large member to the Youth Commission for a total of three (3) appointments to the Youth Commission. All appointments shall be completed by June 1st of each year, after the effective date of this resolution and each year thereafter. Youth Commission members shall serve at the pleasure of their appointing authorities.

The Youth Commission shall consist of individuals who have an understanding of the needs of young people in Yuba County, in youth programs, youth organizations, or involvement with school or community activities, and etc.

The Youth Commission members will strive to represent the diversity of ethnicity, race, and gender of the people of Yuba County, and shall be residents of the County of Yuba.

(b) Term of Office. Each Board member will appoint two members, one serving an initial one year term, the other serving an initial two year term. All terms following shall be for a one year term that may be re-appointed from year to year. The first term for all members shall begin upon the date the Clerk of the Board of Supervisors certifies that all members of the Youth Commission have been appointed. Terms of office begin

July 1 and end June 30. Members shall conduct the first meeting of the Youth Commission within one hundred twenty (120) days of the appointment of all members.

In the event a vacancy occurs during the term of office of any voting member, a successor shall be appointed to complete the unexpired term of the office vacated in a manner similar to that which the member was initially appointed.

(c) Removal of Members. Any member whom the Youth Commission certifies to have missed three regularly scheduled meetings of the Youth Commission in any six month period without prior authorization of the Youth Commission shall be deemed to have resigned from the Youth Commission effective on the date of the written certification from the Youth Commission.

(d) Compensation. Members of the Youth Commission shall not be compensated.

(e) Meetings. The Youth Commission will meet on the second (2nd) and fourth (4th) Monday of every month at 5:30 p.m. The Youth Commission shall meet at least once a month except during the months of June through August.

(f) Minutes of Meetings. The Youth Commission shall prepare and maintain permanent minutes of the actions taken during its meetings, and shall file copies with the Clerk of the Board of Supervisors.

(g) Insurance. All youth appointed to the Youth Commission are volunteer employees to Yuba County and are therefore, by resolution, covered by Yuba County Workers' Compensation Insurance when performing services to the Youth Commission.

(h) Bylaws.

1) The attached Bylaws are hereby adopted and incorporated herein by reference. The Bylaws may be amended from time to time by the Youth Commission as provided in Section IX entitled Amendments.

2) To aid in the orderly conduct of business, the Youth Commission shall have the authority to create, amend, and repeal its own code of bylaws with the prior approval and consent of the Board of Supervisors.

Section 3. YOUTH COMMISSION-PURPOSE AND DUTIES

The purpose of the Youth Commission is to collect all information relevant to advising the Board of Supervisors on the effects of legislative policies, needs, assessments, priorities, programs, and budgets concerning the children and youth of

Yuba County. The Board of Supervisors may, before it takes final action on any matter that primarily affects children and youth of the County, direct the Clerk of the Board of Supervisors to refer the matter to the Youth Commission for comment and recommendation. The Youth Commission shall provide any response it deems appropriate within 20 days of the date of the Board of Supervisors referral of the matter to the Youth Commission. After the 20 day period has elapsed, the Board of Supervisors may act on the matter whether or not the Board has received a response. Referral to the Youth Commission is at the sole discretion of the Board of Supervisors.

The Youth Commission shall have the following duties and functions:

(a) Identify the concerns and needs of the children and youth of Yuba County; examine existing social, economic, educational, and recreational programs for children and youth; develop and propose plans that support or improve such programs; and make recommendations thereon to the Board of Supervisors through the Clerk of the Board of Supervisors.

(b) Identify the unmet needs of Yuba County's children and youth through personal contact with these young people, school officials, church leaders, and others; and hold public forums in which both youth and adults are encouraged to participate.

(c) Elicit the interest, support, and mutual cooperation of private groups (such as fraternal orders, service clubs, associations, churches, businesses, and youth organizations) and county-wide neighborhood planning collaborative efforts for children, youth and families that initiate and sponsor recommendations that address the social, economic, educational, and recreational needs of children and youth in Yuba County. Advise the Board of Supervisors about how such recommendations could be coordinated in the community to eliminate duplication in cost and effort.

(d) Advise about available sources of governmental and private funding for youth programs.

(e) Submit recommendations to the Board of Supervisors about juvenile crime prevention, job opportunities for youth, recreational activities for teenagers, opportunities for effective participation by youth in the governmental process, and changes in city and county regulations that are necessary to improve the social, economic, educational, and recreational advantages of children and youth.

(f) Respond to requests for comment and recommendation on matters referred to the Youth Commission by officers, departments, agencies, boards, commissions and advisory committees, of Yuba County.

(g) Provide an annual report to the Yuba County Board of Supervisors at the first meeting of June on the activities, goals, and accomplishments of the Commission of the proceeding calendar year by June each calendar year beginning 2011.

Section 4. JURISDICTION

The Youth Commission shall be under the jurisdiction of the Board of Supervisors; the Youth Commission shall have only those powers created by Sections 1-5 of the Resolution or by ordinance of the Board of Supervisors.

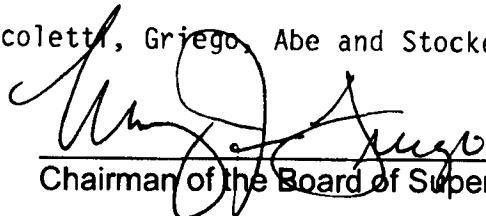
Section 5. Effective Date. This Resolution shall take effect from and after its adoption.

PASSED AND ADOPTED at a regular meeting of the Yuba County Board of Supervisors, State of California, held on the 23 day of February 2010, by the following vote:

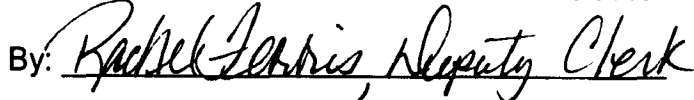
AYES: Supervisors Vasquez, Nicoletti, Griego, Abe and Stocker

NOES: None

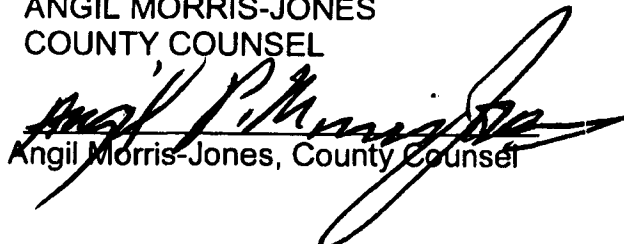
ABSENT: None


Chairman of the Board of Supervisors

ATTEST: DONNA STOTTLEMEYER
CLERK OF THE BOARD OF SUPERVISORS

By: 
Rachel Ferris, Deputy Clerk

APPROVED AS TO FORM
ANGIL MORRIS-JONES
COUNTY COUNSEL


Angil Morris-Jones, County Counsel



YUBA COUNTY YOUTH COMMISSION BYLAWS

| | |
|---------------|-------------------------|
| Section I. | Name and Authorization |
| Section II. | Purpose/Duties |
| Section III. | Membership |
| Section IV. | Offices |
| Section V. | Meetings and Procedures |
| Section VI. | Attendance |
| Section VII. | Executive Committee |
| Section VIII. | Staff Role |
| Section IX. | Amendments |

Section I – NAME AND AUTHORIZATION

The Youth Commission of Yuba County shall be under the jurisdiction of the Board of Supervisors and shall advise the Board of Supervisors on issues relating to youth and children. This Commission is hereby known as the Yuba County Youth Commission.

Section II – PURPOSE/DUTIES

The purpose of the Youth Commission is to collect all information relevant to advising the Board of Supervisors on the effects of legislative policies, needs, assessments, priorities, programs, and budgets concerning the children and youth of Yuba County. The Board of Supervisors may direct issues to the Youth Commission for comment and recommendation. The Youth Commission has 20 days to respond to such referral.

The Youth Commission shall have the following duties, as outlined in the Resolution:

- (a) Identify the concerns and needs of the children and youth of Yuba County; examine existing social, economic, educational, and recreational programs for children and youth; develop and propose plans that support or improve such programs; and make recommendations thereon to the Board of Supervisors through the Clerk of the Board of Supervisors.

- (b) Identify the unmet needs of Yuba's children and youth through personal contact with these young people, school officials, church leaders, and others; and hold public forums in which both youth and adults are encouraged to participate.
- (c) Elicit the interest, support, and mutual cooperation of private groups (such as fraternal orders, service clubs, associations, churches, businesses, and youth organizations) and county-wide neighborhood planning collaborative efforts for children, youth and families that initiate and sponsor recommendations that address the social, economic, educational, and recreational needs of children and youth in Yuba County. Advise the Board of Supervisors about how such recommendations could be coordinated in the community to eliminate duplication in cost and effort.
- (d) Advise about available sources of governmental and private funding for youth programs.
- (e) Submit recommendations to the Board of Supervisors about juvenile crime prevention, job opportunities for youth, recreational activities for teenagers, opportunities for effective participation by youth in the governmental process, and changes in city and county regulations that are necessary to improve the social, economic, educational, and recreational advantages of children and youth.
- (f) Respond to requests for comment and recommendation on matters referred to the Youth Commission by officers, departments, agencies, boards, commissions and advisory committees, of Yuba County.
- (g) Provide an annual report to the Yuba County Board of Supervisors at the first meeting of June on the activities, goals, and accomplishments of the Commission of the proceeding year by June each calendar year beginning 2011. The Chair of the Youth Commission shall present the Youth Commission's activities, goals, and accomplishments of the past year to the full Board of Supervisors at the end of the Commission term. The address will be filed by the Youth Commission office and will be included as the opening section of the Youth Commission's published annual report.

Section III. – MEMBERSHIP

- (a) The Youth Commission shall consist of eleven (11) voting members, each of whom shall be between entering the eighth grade and at least 12 years of age, and entering the twelfth grade of school at the time of

appointment of the Youth Commission. School is defined herein to mean a California recognized education system which includes, but is not limited to, public, private or home school programs. Each member of the Board of Supervisors shall appoint two (2) members of the Youth Commission. The Supervisor who has been appointed as the Board's Liaison to the Youth Commission shall appoint one (1) additional youth to be an at large member to the Youth Commission for a total of three (3) appointments to the Youth Commission. All appointments shall be completed by June 1st of each year after the effective date of this resolution and by June of each year thereafter. Youth Commission members shall serve at the pleasure of their appointment authorities.

- (b) A member who wishes to resign from the Youth Commission is required to submit a resignation letter to the Yuba County Board of Supervisors. The Commission requests that the member then submit a copy of this letter to the Vice-Chairperson of the Youth Commission.
- (c) Vacancies- In the event of a vacancy on the Youth Commission, the Vice-Chairperson shall inform the Clerk of the Board of Supervisors that the Youth Commission would like to review applications and make recommendations to the Supervisor to fill the vacancy. .
- (d) Insurance. All youth appointed to the Youth Commission are volunteer employees to Yuba County and are therefore, by resolution, covered by Yuba County Workers' Compensation Insurance when performing services for the Youth Commission.

Section IV – OFFICES

A. Titles

- 1) The elected officers shall consist of a Chairperson, Vice-Chairperson, Secretary, Community Affairs Officer, and Media and Public Relations Officer.

B. Duties of the Officers

- 1) **The Chairperson shall:**
 - i. Facilitate Youth Commission and Executive committee meetings;
 - ii. Be fair;
 - iii. Motivate and encourage active participation by all Youth Commissioners at meetings and in projects;
 - iv. Uphold and enforce bylaws;

- v. Meet with the Youth Coordinator weekly to check in and discuss Youth Commission business;
- vi. Be the spokesperson of the Youth Commission;
- vii. Prepare the agenda for Youth Commission meetings;
- viii. Be responsible for budgeting;
- ix. Be responsible in assigning tasks not under the jurisdiction of other officers.

Recommended skills: Public speaking skills, leadership skills, group facilitation skills, able to ensure participation of members at meetings and in projects, motivational skills, and inclusive (prefer flexible schedule with free hours during the day).

2) The Vice-Chairperson shall:

- i. If the Chairperson is not present, facilitate Youth Commission and Executive committee meetings;
- ii. Ensure committees and liaisons are fulfilling their duties and responsibilities;
- iii. Mediate all internal conflicts (Youth Commissioner-Youth Commissioner; Youth Commissioner-Staff); point person for grievances pertaining to staff or Commissioners.
 - 1. In the event that a grievance is against the Vice-Chairperson, the Chairperson will mediate;
- iv. Monitor attendance and report delinquent Youth Commissioners to Executive Youth Committee;
- v. Coordinate making recommendation of a Youth Commission candidate to appointing authority in the event of a vacancy;
- vi. Oversee all administrative functions on behalf of the Youth Commission;
- vii. Help Chairperson with budgeting duties;
- viii. Coordinate social/training events with the assistance of staff.

Recommended Skills: Organization skills; ability to work well with people and encourage/urge them, facilitation/conflict mediation skills, ability to relate well to different kinds of people.

3) The Secretary shall:

- i. Serve as the point person on receiving, monitoring, and reporting pending legislation to the Youth Commission;
 - 1. Ensure Youth Commissioners build relationships

- with Board of Supervisors by meeting about upcoming legislation;
- 2. Check (via phone or at Youth Commission meetings) to make sure Youth Commissioners are meeting with appointing authority regarding pending legislation;
- ii. Solicit interest and participation of Youth Commissioners in writing and getting support for legislation;
- iii. Advise committees on drafting legislation before it goes to the County Counsel's office;
- iv. Serve as a liaison to the County Counsel's office;
- v. Attend Board of Supervisors meetings, if possible
- vi. Prepare the minutes for the Youth Commission.

Recommended Skills: Interest in legislation and policy, leadership skills, public speaking skills, organizational skills, facilitation skills, quick learner, able to teach and engage as many Youth Commissioners as possible (prefer flexible schedule with free hours during the day).

4) The Community Affairs Officer shall:

- i. Co-coordinate (with Media and Public Relations Officer) media, public relations, outreach and education material on behalf of the Youth Commission;
- ii. Working with staff, develop an annual outreach plan for the Youth Commission;
 - 1. Present plan for approval to Youth Commission presentation at schools, agencies, and events.
- iii. Coordinate Community Meetings and Youth Commission presentations at schools, agencies, and events;
- iv. Working with the Secretary, coordinate Youth Commissioner testimony at legislative hearings.

Recommended skills: Organizational skills, strong people and communication skills, outgoing, dependable, public speaking skills, ability to relate to different groups of people, strong familiarity with Yuba County.

5) The Media and Public Relations Officer shall:

- i. Co-coordinate (with Community Affairs Officer) media, public relations, outreach and education material on behalf of the Youth Commission;
- ii. Coordinate Youth Commission newsletter;

- iii. Working with staff, develop media strategy for the Youth Commission;
 - 1. This strategy might include press releases, press kits for the media and public, and maintain a web page;
- iv. Coordinate the production of the Annual Report.

Recommended skills: Organizational skills, writing skills, public speaking skills, experiences with media or willingness to learn, dependable.

C. Terms and Vacancies

- 1) Each Yuba County Board Supervisor will appoint two members, one serving an initial one year term, the other serving an initial two year term. All terms following shall be for a one year term that may be re-appointed from year to year.
- 2) No Youth Commissioner shall run for more than one officer position at the same time.
- 3) No officer shall hold more than one officer's position at the same time.
- 4) No officer shall hold the same position for more than two (2) consecutive terms.
- 5) An officer can be removed from office by a 2/3 vote by the full Youth Commission for any reason deemed necessary by the Youth Commission.
- 6) Vacancies shall be filled for the remainder of the unexpired term in a manner similar to that which the member was initially elected.
- 7) Members may nominate themselves for an office or have someone else nominate them, providing the person accepts the nomination. Elections will happen in writing and results will be announced to the public. If there are more than two candidates, and neither receives more than 50% of the votes, a run-off will be held. The person with the majority vote in the run-off shall be elected to the office.

Section V – MEETINGS AND PROCEDURES

A. Regular Meetings

- 1) The Youth Commission will meet on the second (2nd) and fourth (4th) Monday of every month at 5:30 p.m., which may be amended from time to time, unless this falls on a holiday, in which case the Youth Commission chooses an alternate date.
- 2) The Youth Commission must meet at least once per month except during the months of June through August.

B. Special Meetings

- 1) Under the Brown Act, the Chairperson or a majority of the Youth Commission have the power to call a special meeting of the Youth Commission. In addition, the Executive Committee shall also have the power to call a special meeting of the Youth Commission, if a minimum of three Executive Committee members vote to do so.
- 2) For a special meeting, an agenda and 72 hours notice to the public must be provided.
- 3) Seven members of the Youth Commission must be present in order to conduct business.

C. Quorum and Voting Procedure

- 1) The presence of seven Youth Commissioners shall constitute a quorum for all purposes.
- 2) The affirmative vote of a majority of the members present shall be required for the approval on any matter.

D. Setting the Agenda

- 1) The Chairperson and members of the Executive Committee can place new items on the agenda for the next Youth Commission meeting.
- 2) Any Youth Commission member is free to propose agenda items.

E. Public Comments

- 1) The Youth Commission and all committees of the Youth Commission shall hold meetings open to the public in full compliance with state and local laws. The Youth Commission encourages the participation of interested persons.
- 2) The Chair may limit time permitted for public comment consistent with state and local law.
- 3) Each person wishing to speak on an item before the Youth Commission at a regular or special meeting shall be permitted to be heard once for up to three minutes.

Section VI – ATTENDANCE

A. Automatic Resignation of Members

- 1) Members are reminded not to abuse the attendance policy and that absences or lateness might result in automatic resignation from the Youth Commission as described below:

B. Attendance

- 1) Under the Resolution, any member whom the Youth Commission certifies to have missed three (3) regularly scheduled meetings of the full Youth Commission in any six-month period without authorization of the Youth Commission shall be deemed to have resigned from the Youth Commission. The Youth Commission shall not authorize any absences in excess of three (3) regularly scheduled meetings during any six-month period.
- 2) If any member has missed three (3) full Youth Commission meetings without authorization, the Vice-Chairperson shall calendar for the Youth Commission's consideration at its next meeting whether to certify to the Clerk of the Board that the absent member has missed three (3) Youth Commission meetings without authorization.
- 3) Any member who is more than fifteen (15) minutes late to a scheduled full Youth Commission meeting two (2) times shall be deemed to have missed a meeting without authorization. Identified disabilities may expect appropriate accommodations.
- 4) In regards to regularly scheduled committee meetings, the Youth Commission shall notify the appointing officer of any member whom the Youth Commission certifies to have missed three (3) regularly scheduled meetings in any six month period without the authorization of the Youth Commission.
- 5) Any member who is more than fifteen (15) minutes late to a scheduled committee meeting two (2) times shall be deemed to have missed a meeting without authorization. Again, members with identified disabilities may expect appropriate accommodations.
- 6) To authorize an absence prior to a scheduled Youth Commission or Committee meeting, the member seeking authorization must leave a message on the voicemail at the Youth Commission office or with Youth Commission staff at least twenty-four (24) hours in advance. The full Youth Commission/Committee will vote on the authorization of the absence at its scheduled meeting.
- 7) To authorize an absence after the scheduled Youth Commission or Committee meeting, the member seeking authorization must inform the Youth Commission staff as to the general reason for his or her absence within two (2) weeks after the missed meeting unless the

member can show undue hardship in contacting the staff within that period. Regarding full Youth Commission meetings, the Executive Committee will make a recommendation on authorization of the absence to the full Commission. The full Youth Commission will vote on the authorization of the absence. To authorize the absence to a Youth Commission meeting, each respective Committee will vote to on the authorization of absences.

C. Extended Leave of Absence

- 1) Any Commissioner can request prior authorization for a leave of absence for up to three (3) consecutive months.
- 2) The Executive Committee shall make recommendations on questions regarding leave of absences.
- 3) The leave of absence must be approved by the full Youth Commission. Only one (1) leave of absence is permitted per Youth Commission term, except for in emergencies approved by the full Youth Commission.

D. Scheduled Training and Retreats

- 1) Youth Commissioners are required to attend scheduled trainings, including the orientation retreat and the annual mid-year retreat.
- 2) All regular bylaws that apply to full Commission meetings will apply to these meetings. For example: If a retreat/training is more than one (1) day, each day missed will count as one (1) absence. Tardy policies do not apply.

Section VII – EXECUTIVE COMMITTEE

A. The Executive Committee shall be composed of the Youth Commission officers.

The Executive Committee will meet twice a month except during the months of June through August. All meetings are open to any Youth Commissioner and to the public.

B. Executive Committee Responsibilities:

- 1) Create, determine size and select members of the committees, remove members, if necessary, and review issues and advise the full Youth Commission. Each committee must meet the same public notice requirements.

- 2) Call special meetings on behalf of the Youth Commission. The Executive Committee must have a minimum of three (3) votes in order to do so.
- 3) Advise the Youth Commission during emergency or extenuating circumstances on action to take. In the event that the Youth Commission does not have a regularly scheduled meeting in the time to advise the Board of Supervisors on legislation that has been referred to them for review by committee, the Executive Committee may advise the Board of Supervisors of the position it will recommend to the full Youth Commission. The legislation shall then be placed on the next Youth Commission meeting's agenda to permit the Youth Commission to determine its recommendations.
- 4) Investigate all improper behavior or bylaw infractions by Youth Commissioners and make recommendations for action to the full Youth Commission.
- 5) Monitor Youth Commission attendance, make recommendations regarding authorizing absences, and review and make recommendations to the full Commission regarding any member's request for leave of absence.
- 6) Review the Youth Commission budget.
- 7) Discuss and finalize Commission agendas.
- 8) Members of the Executive Committee are required to leave a contact number with another member of the Executive Committee any time they leave the county for an extended period of time.
- 9) Individual members of the Executive Committee are required to submit a detailed verbal update or written annual report to the new officers of the new term.
- 10) The Executive Committee must make recommendations on applicants to the Youth Commission in occurrence of a vacancy and in absence of the Vice-Chairperson. The Committee will then present such recommendations to the full Youth Commission for approval of a recommendation to appointing Supervisor.

C. Jurisdiction of the Executive Committee:

- 1) Only Executive Committee members are allowed to vote on Executive Committee business. Decisions of the Executive Committee require a minimum of three (3) votes.
- 2) Any unsolvable concerns of the Executive Committee shall be cast to the full Youth Commission for resolution.
- 3) The full Youth Commission has the power to override or veto any decision made by the Executive Committee by majority vote.

D. Youth Commission Environment

- 1) The Youth Commission shall encourage and protect a democratic environment. This includes providing leadership roles and opportunities for all fellow Youth Commissioners.

E. Transfer from Current Term to New Term

- 1) At the first meeting of the new term, if the Chairperson has been reappointed to the Youth Commission, he/she shall preside over the Youth Commission and explain that new officers will be elected at the second meeting.
- 2) If the current Chairperson has been replaced, the Vice-Chairperson shall calendar for consideration at the next meeting a vote on an Interim Chair. The Interim Chair shall preside until a Chair and other officers are elected at the second meeting of the new term.
- 3) Any member that is not appointed for a new term may continue to serve until a replacement is selected.

Section VIII – YOUTH COMMISSION ROLE

The Youth Commission staff responsibilities are to facilitate the Youth Commission and to support ongoing projects sponsored by Youth Commissioners. At the beginning of each year, the Youth Commission will review and update the exceptions of staff members. This document, Attachment A, will be filed with the current bylaws.

Section IX- AMENDMENTS

- A. The Commission can create, repeal, amend, or reword bylaws with a majority vote of the full Youth Commission. Changes made to the bylaws must be placed on the agenda and be noticed at least ten (10) days prior to adoption, and must have prior approval and consent by the Board of Supervisors.
- B. A record of all changes of any kind of the bylaws must be documented. The exact change must be recorded and have the Chair and Vice-Chairperson's signatures, the date, and amendments reflected, and must be maintained by Commission staff.

 Chairperson

 Vice-Chairperson

 Youth Coordinator

 Date

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The County of Yuba

B O A R D O F S U P E R V I S O R S

OCTOBER 25, 2016 - MINUTES



- I. PLEDGE OF ALLEGIANCE - Led by Supervisor Abe
- II. ROLL CALL - Supervisors Vasquez, Nicoletti, Griego, Abe, Fletcher – Supervisor Griego absent
- III. CONSENT AGENDA: All matters listed under the Consent Agenda are considered to be routine and can be enacted in one motion.

MOTION: Move to approve Consent Agenda MOVED: Randy Fletcher SECOND: Andrew Vasquez

AYES: Andrew Vasquez, John Nicoletti, Roger Abe, Randy Fletcher

NOES: None ABSENT: Mary Jane Griego ABSTAIN: None

A. Administrative Services

- 1. (458-1016) Approve 1st amendment to agreement with Wallace-Kuhl and Associates extending the term to January 30, 2017 for specialized testing services on the Yuba County Sheriff Project and authorize Chair to execute. Approved.

B. Clerk of the Board of Supervisors

- 1. (459-1016) Reappoint Paul Tupaz to Child Care Planning Council as a Consumer Representative with a term to end September 30, 2019. Approved.
- 2. (460-1016) Appoint Cassandra Rivera to Child Care Planning Council as a Community Representative with a term to end September 30, 2019. Approved.

C. Community Development and Services

- 1. (461-1016) Award contract to R&R Horn, Inc., apparent low bidder, for Ella Elementary Safe Routes to School ATP Project 7th Avenue from Olivehurst Avenue to Powerline Road and authorize Chair to execute upon review and approval of County Counsel. Approved.
- 2. (435-1016) Award contract to R & R Horn, Inc., apparent low bidder, for North Beale Road Complete Streets Phase 1 and authorize Chair to execute agreement upon review and approval of County Counsel and Caltrans. Approved.

D. Emergency Services

- 1. (462-1016) Approve renewed Memorandum of Understanding for the Mobile Incident Command Vehicle (MICV) and authorize Chair to execute. Approved.
- 2. (463-1016) Adopt resolution proclaiming the existence of ongoing local drought emergency in Yuba County pursuant to Government Code §8630. Adopted Resolution No. 2016-109, which is on file in Yuba County Resolution Book No. 47.

E. Health and Human Services

1. (464-1016) Approve Memorandum of Understanding with Sutter-Yuba Behavioral Health for mental health assessment and treatment services to youth, authorize Chair to execute, including any amendments upon approval of County Counsel. Approved.

F. Probation

1. (465-1016) Authorize Budget Transfer in the amount of \$46,978 from Account 193-0000-372-9903 DNA Fund to Account 101-3100-423-6200 Fixed Assets for the purchase of Live Scan Equipment. Approved.

G. Sheriff-Coroner

1. (466-1016) Approve Inmate Welfare Expenditure Summary for Fiscal Year 2015-16 pursuant to Penal Code Section 4025(e). Approved.
2. (467-1016) Approve Third Party Administration Agreement with CorrectCare-Integrated Health, Inc. (CCIH) for Claims Administration Services for Yuba County Jail and authorize Chair to execute. Approved.
3. (468-1016) Approve Memorandum of Understanding with Yuba County Office of Education for Vocational Educational Programs for female inmates at Yuba County Jail for Fiscal Year 2016-2017 and authorize Chair to execute. Approved.

H. Treasurer and Tax Collector

1. (469-1016) Adopt resolution delegating investment authority to Yuba County Treasurer for 2017. Adopted Resolution No. 2016-110, which is on file in Yuba County Resolution Book No. 47.
2. (470-1016) Approve to sell at public auction properties that are tax defaulted subject to the power of sale via internet, and disburse any excess proceeds to all eligible parties of interest who submitted claims in accordance to California Revenue and Taxation Code. Approved.

IV. SPECIAL PRESENTATION

- A. (471-1016) Receive presentation regarding ATT deploying and offering internet access and voice service in Yuba County. (Alice Perez AT&T External Affairs) (Ten minute estimate) AT&T External Affairs Ms. Alice Perez presented a PowerPoint presentation recapping Connect America Fund Phase II (CAP) and how funds would be utilized to offer Internet access to more than 141,500 homes and small businesses in the FCC identified census blocks. Ms. Perez responded to Board inquiries.

The following individual spoke: Mr. Edward Madera

- B. (472-1016) Receive presentation on activities from Yuba County Historic Resource Commission. (Fifteen minute estimate) Commissioners Sue Cejner-Moyers and Pat Camarena recapped activities of the commission including:
 - ♦ Participation in various local events
 - ♦ Preservation of historical Assessment records from 1850's
 - ♦ Partnering with Marysville Planning Commission and Yuba Sutter Chamber of Commerce
 - ♦ Black Bart historical research
 - ♦ Exploring possibility for a Yuba County Museum

V. PUBLIC COMMUNICATIONS:

- ♦ Mr. Edward Madera - assembly laws
- ♦ Mr. Charles Nott - supports restarting the Fish and Game Advisory Commission
- ♦ Mr. John Osbourn - supports restarting the Fish and Game Advisory Commission

- ♦ Mr. David Hyatt - supports restarting the Fish and Game Advisory Commission
- ♦ Mr. Robert Rochin - supports restarting the Fish and Game Advisory Commission
- ♦ Mr. Ed Brown - supports restarting the Fish and Game Advisory Commission

VI. COUNTY DEPARTMENTS

A. Library

1. (473-1016) Adopt resolution amending policy of Standards of Behavior for Yuba County Library. (Ten minute estimate) Director Kevin Mallen and Mrs. Sandeep Sidhu recapped new policies and responded to Board inquiries.

MOTION: Move to adopt MOVED: Andrew Vasquez SECOND: Randy Fletcher
 AYES: Andrew Vasquez, John Nicoletti, Roger Abe, Randy Fletcher
 NOES: None ABSENT: Mary Jane Griego ABSTAIN: None

Adopted Resolution No. 2016-111, which is on file in Yuba County Resolution Book No. 47.

2. (474-1016) Adopt resolution changing days and hours of operation the Library is open to the public effective January 3, 2017. (Ten minute estimate) Director Kevin Mallen and Mrs. Sandeep Sidhu recapped amending the library schedule to include open hours on Saturdays and expand services.

The following individual spoke: Ms. Sue Cejner-Moyers

MOTION: Move to adopt MOVED: Andrew Vasquez SECOND: Randy Fletcher
 AYES: Andrew Vasquez, John Nicoletti, Roger Abe, Randy Fletcher
 NOES: None ABSENT: Mary Jane Griego ABSTAIN: None

Adopted Resolution No. 2016-112, which is on file in Yuba County Resolution Book No. 47.

VII. CORRESPONDENCE: The Board may direct any item of informational correspondence to a department head for appropriate action.

- A. (475-1015) Notice from California Fish and Game Commission on proposed 90-day extension of emergency Closure of Recreational Razor Clam Fishery. Received.
- B. (476-1016) Letter from Soha and Bhupinder Sahota regarding property along Highway 70. Received.
- C. (477-1016) Letter from Committee to Restart the Yuba County Fish and Game Advisory Committee enclosing request to restart the commission and providing a list of interested volunteers. Received.

VIII. BOARD AND STAFF MEMBERS REPORTS: This time is provided to allow Board and staff members to report on activities or to raise issues for placement on future agendas.

Supervisor Vasquez: Board consideration to revisit Noise Ordinance to address loud parties

Supervisor Nicoletti: Memorial Adjournment - Mr. Fred Hayes

Supervisor Fletcher:

- ♦ Administration Hearing Officer for Marijuana cases
- ♦ Yuba County Water Agency Workshop on October 18
- ♦ Camptonville Bio Mass evaluation on October 20
- ♦ Yuba Sutter Transit Authority meeting October 20
- ♦ Wheatland Town Hall meeting October 20

Supervisor Abe:

- Wheatland Town Hall meeting October 20
- Plumas Lakes Town Hall meeting October 24
- Memorial Adjournment - Ms. Mildred Skaggs and Mrs. Janice Dolbow

County Counsel Angil Morris-Jones: Naturalization Ceremony at Sutter County Veterans Hall, October 28 at 9:30 a.m.

IX. CLOSED SESSION The Board retired into closed session at 10:52 a.m. and returned at 11:21 a.m.

A. 10:30 A.M. Record Appeal Hearing pursuant to Welfare and Institutions Code 10850 - One Case By unanimous vote the Board upheld the decision of the Health and Human Services Director to deny benefits, and denied the appeal.

X. RECESS TO 3:30 P.M. The Board reconvened at 3:32 p.m. with all members present as indicated above with the exception of Supervisor Vasquez.

XI. ADMINISTRATIVE APPEAL HEARING: The clerk administered the oath to the following parties testifying: Code Enforcement Manager Jeremy Strang, Code Enforcement Officers John Jacenich and Chris Monaco, Building Inspector Dan Burns, and Attorney Mr. Phillip Decker.

A. (457-1016) Administrative Appeal Hearing - Hold appeal hearing to determine public nuisance regarding property located at 9019 Marysville Road, Oregon House, CA 95962, APN 048-080-035, owner Jevaughn Bennett, in the amount of \$419,581.02. (Roll call vote) (Thirty minute estimate) Code Enforcement Manager Jeremy Strang entered the following into the record: An 8 page Public Nuisance Hearing report with 8 attachments, a PowerPoint presentation outlining timeline of events, images depicting various violations including outdoor grow consisting of 137 plants, hazards, and unpermitted buildings, and an audio phone message and video from Ms. Heidi Grossman.

Supervisor Vasquez joined the meeting at 3:37 p.m.

Mr. Strang played and submitted an audio phone message and video from Ms. Heidi Grossman. Supervisor Abe questioned the relevance of the messages, and inquired if Ms. Grossman was the owner of the property, tenant or grower. Chief Deputy County Counsel Courtney Abril replied the recordings were relevant as they occurred during the service of the inspection warrant.

Attorney Philip Decker on behalf of Mr. Jevaughn Bennett acknowledged there was a nuisance on the property and provided current images depicting the removal of plants only. He indicated he felt the fees were cruel and unusual. Mr. Decker requested additional time to clean up the property.

Following Board discussion, Supervisor Nicoletti inquired on the status of the cleanup. Mr. Strang indicated that he could not comment as to the status of the nuisance conditions until an inspection could be performed. Mr. Strang did state that he ordered the summary removal of PG&E electrical service due to the immediate nature of the electrical violations.

The clerk administered the oath to Mr. Jevaughn Bennett. Mr. Bennett acknowledged the existence of a nuisance and felt it was a priority was to clean up the plants and requested three additional days to address the remaining violations.

Supervisor Abe confirmed with Mr. Bennett that between September 21 and October 25 he only had time to address the plants and none of the other hazards or violations.

Ms. Abril advised staff was served a Temporary Restraining Order (TRO) on October 18, the date of the initial administrative hearing, by the Law Office of Charnel James and had to appear in the Superior Court on October 21 and 25.

In response to questions from Supervisor Vasquez, Mr. Strang advised additional costs for staff time of \$2,352 related to the TRO were incurred as well as 7 additional days of administrative penalties in the amount of \$14,800.00 per day.

Mr. Decker requested additional time to complete the cleanup, indicated he was aware penalties would continue to accrue, and requested time to confer with Mr. Bennet.

Following a short break, Mr. Decker advised Code Enforcement could inspect the property on Wednesday, October 26, 2016.

MOTION: Move to find the existence of a public nuisance; Find administrative penalty in the amount of \$14,800 per day is accurate. Find additional penalties of \$14,800.00 per day for seven days, additional staff costs of \$2,352; Order re-inspection Wednesday, October 26, 2016 at 2:00 p.m.; Find the modified enforcement costs of \$525,533.02; Order enforcement costs be paid within 30 days of the date of order; Order a special tax assessment when fees go unpaid and a lien be recorded with the Yuba County Recorder's Office

MOVED: Andrew Vasquez SECOND: Randy Fletcher

AYES: Andrew Vasquez, John Nicoletti, Roger Abe, Randy Fletcher

NOES: None ABSENT: Mary Jane Griego ABSTAIN: None

A copy of the Written Decision is hereby incorporated into the minutes as fully set forth therein as Exhibit A.

XII. ADJOURN: 4:32 p.m. in memory of Ms. Mildred Skaggs, Ms. Janice Dolbow, and Mr. Fred Hayes.

Chair

ATTEST: DONNA STOTTLEMEYER
CLERK OF THE BOARD OF SUPERVISORS

By Rachel Ferris, Deputy Clerk

Approved: _____

BEFORE THE BOARD OF SUPERVISORS
COUNTY OF YUBA
STATE OF CALIFORNIA

| | | | |
|------------------------|---|----------|------------|
| In the Matter of: |) | CASE NO. | MMJ16-0131 |
| |) | | |
| JEVAUGHN BENNETT |) | | |
| |) | | |
| Parcel Location: |) | | |
| 9019 Marysville Road |) | | |
| Oregon House, CA 95962 |) | | |
| |) | | |
| APN: 048-080-035 |) | | |
| |) | | |
| |) | | |
| Respondent. |) | | |

DECISION

1. The Yuba County Board of Supervisors heard this matter on October 25, 2016, in Marysville, California.
2. Complainant Jeremy Strang, Code Enforcement Manager, represented the Code Enforcement Division, Yuba County Community Development and Services Agency, along with Code Enforcement Officers Christopher Monaco and John Jacenich, and Chief Deputy County Counsel Courtney Abril.
3. Respondent, Jevaughn Bennett, was represented by the Law Office of Charnel James; attorney Phillip Decker appeared on behalf of Charnel James.
4. Complainant submitted an 8 page report along with eight attachments and a PowerPoint presentation. Complainant introduced a voicemail message recording from a woman who identified herself as Heidi Grossman and a video recording of video Facebook post from Sugarleaf Professional Services.
5. Complainant testified that a request for Temporary Restraining Order was filed with the Superior Court of the County of Yuba on October 18, 2016, by attorney Charnel James, and the matter was heard on October 25, 2016.
6. Complainant testified that the evidence and testimony presented was true and accurate.
7. Respondent testified that he knew that the conditions on his property, as cited in the Notice and Order to Abate Public Nuisance, constituted a public nuisance.

8. Respondent testified that he removed the marijuana nuisance on or about the morning of October 25, 2016, because he believed the marijuana to be the most important issue cited in the Notice and Order to Abate Public Nuisance. Respondent submitted two pictures depicting two areas of the property that were being used for the marijuana cultivation showing marijuana grow bags that no longer contained marijuana plants. Respondent testified that the pictures were taken on the morning of October 25, 2016.
9. Testimony and evidence were received, the record was closed, and the matter was submitted for decision on October 25, 2016.

FINDINGS OF FACT

1. Respondent is the owner of record of the property located in the unincorporated area of Yuba County identified as Assessor's Parcel Numbers 048-080-035 and commonly referred to as 9019 Marysville Road, Oregon House, California ["the Property"].
2. The Property is zoned RR-5, Rural Residential, is 14.75 acres in area, and is located amongst other rural residential properties.
3. On July 22, 2016, Officer Christopher Monaco accompanied the Yuba County Sheriff's Office in the execution of a criminal search warrant at the Property. Based on his observations, Officer Christopher Monaco properly issued a Notice and Order to Abate Public Nuisance for the cultivation of 249 marijuana plants, the illegal emplacement and occupancy of a recreational vehicle and a mobilehome, the illicit discharge of sewage, and the accumulation of junk, trash and debris. The Sheriff's Department did not seize the marijuana plants; the Notice and Order to Abate Public Nuisance ordered the removal of the nuisances on or before July 23, 2016.
4. On September 21, 2016, an inspection, pursuant to an Inspection Warrant signed by the Honorable Debra L. Givens, Judge of the Superior Court, was performed at the Property to verify compliance with the Notice and Order to Abate, dated July 22, 2016. Code Enforcement Officers Christopher Monaco and John Jacenich found that violations of the Yuba County Ordinance Code continue to exist. Officer Monaco observed that the number of marijuana plants present had been reduced to 137.
5. On September 21, 2016, pursuant to his observations, Officer Monaco issued a second Notice and Order to Abate Public Nuisance. The new Notice and Order to Abate Public Nuisance ["Order"] was issued to the property owner and cultivator Jevaughn Bennett as well as other identified cultivators: Mena Saefong, Dexton Blackstock, Delroy Rhoden, and Shaun Hendricks. The Order was personally served to Mena Saefong, and posted on the property. A copy of the Order was also mailed to Jevaughn Bennett by U.S. Mail, both Certified Mail with Return Receipt and First Class; a proof of Service for each was completed. The Order alleges the following Yuba County Ordinance Code violations:
 - A. 7.40.300A Outdoor cultivation of 137 marijuana plants

- B. 7.40.300C Cultivation of more than 12 plants
 - C. 7.40.300D Water source and water discharge
 - D. 7.40.300E Cultivation affecting environment
 - E. 7.40.310 Lack of a dwelling
 - F. 7.40.320A3 Use of extension cords in lieu of permanent wiring
 - G. 7.40.340 Failure to register marijuana cultivation prior to cultivating
 - H. 7.40.400A Cultivation of marijuana in violation of any of the provisions of Chapter 7.40 of the Yuba County Ordinance Code.
 - I. 7.40.400B Cultivation of marijuana on a parcel that does not have an occupied, legally established dwelling
 - J. 7.40.400E The cultivation of marijuana in a manner that exceeds 12 plants
 - K. 7.40.400G Any violation of any local, state, or federal law:
 - a. Chapter 7.35 Accumulation and storage of inoperable vehicles
 - b. Chapter 7.36 Maintaining an environment for the propagation and harborage of vector and vermin
 - c. Chapter 10.05 Construction without first obtaining a building permit
 - d. Chapter 10.20 Emplacement and occupancy of a recreational vehicle as a place of human habitation
6. On September 23, 2016, Respondent, through his attorney Charnel James, filed a timely request, along with the fee deposit of \$4,116.00, for hearing to appeal the determination of a Public Nuisance. The hearing was conducted under Yuba County Ordinance Code, Chapter 7.40, Article 6.
7. The following conditions were present on the Property on September 21, 2016:
- A. Cultivation of an excessive amount marijuana – 137 marijuana plants
 - B. Cultivation of marijuana outdoors – not within a qualifying accessory structure
 - C. Cultivation of marijuana without first registering with the County
 - D. Cultivating marijuana on a property that does not have a legally established dwelling
 - E. Illegal emplacement and occupancy of a modular home
 - F. Hazardous electrical conditions
 - G. Illegal occupancy of a recreational vehicle
 - H. Discharge of sewage to the ground surface
 - I. Construction of two greenhouses without required building permits
 - J. Accumulation of junk, trash and debris
 - K. Accumulation and storage of inoperable vehicles
8. On October 18, 2016, Charnel James filed a Temporary Restraining Order (“TRO”) with the Superior Court of the County of Yuba. The request for TRO was denied by the Honorable Superior Court Judge Benjamin Z. Wirschafter on October 25, 2016.
9. The Enforcement Costs and Administrative Penalties incurred to date regarding the Property total: \$525,533.02.

CONCLUSIONS OF LAW

1. Respondent was properly notified to appear before the Board of Supervisors on October 25, 2016, at 3:30pm to show cause, if any, why a public nuisance for the property located at 9019 Marysville Road, Oregon House, CA 95962, APN 048-080-035, pursuant to the Notice and Order to Abate Public Nuisance, should not be found.
2. Respondent failed to discredit the evidence and testimony presented in order to persuade the Board of Supervisors that a public nuisance did not exist on the property. In fact, Respondent and his attorney admitted that a public nuisance, as cited in the Notice and Order to Abate Public Nuisance issued on September 21, 2016, did exist on the property.
3. Based on the evidence and testimony submitted, the Yuba County Board of Supervisors finds the Respondent's property to be a public nuisance.
4. Based on the evidence and testimony submitted, the Yuba County Board of Supervisors finds that the Administrative Penalty for \$14,800.00 per day regarding the Property is accurate and is hereby confirmed.
5. Based on the evidence and testimony submitted, the Enforcement Costs and Administrative Penalties incurred to date totaling \$525,533.02 were properly incurred and the Property and its owner bear the costs of same.

ORDERS

1. It is hereby found and ordered that the Enforcement Costs and Administrative Penalties in the amount of \$525,533.02, assessed to date, are hereby imposed and are due and payable.
2. It is hereby ordered that the Respondent shall allow an inspection of the property located at 9019 Marysville Road, Oregon House, CA, APN 048-080-035, by Yuba County Code Enforcement staff on October 26, 2016 at 2:00pm
3. Respondent shall forfeit the \$4,116.00 deposit paid to the County and that amount shall be deducted from the total amount of Enforcement Costs and Administrative Penalties of \$525,533.02 leaving a remaining balance of \$521,417.02.
4. Respondent shall pay the remaining \$521,417.02 within 30 days of the date of this Order. Payment pursuant to these orders shall be made to the Code Enforcement Division.
5. If respondent fails to pay the \$521,417.02 in full within the 30 days as ordered, Yuba County Code Enforcement shall submit the amount to the Yuba County Tax Collector's Office and the amount shall be placed as a special tax assessment. In addition, a Notice of Abatement Lien shall be filed with the Yuba County Recorder's Office.
6. Where no payment is made or received by the Code Enforcement Division and Notice of Abatement Lien is recorded and a special Tax Assessment is placed, monies recovered shall have 90% of the total amount paid deposited into Trust Account 254-3500-371-98-99 and 10% of the total amount deposited into Trust Account 256-3500-371-98-99.

7. These Orders may be recorded by the Director of Yuba County Community Development & Services Agency.
8. Notice of these Orders shall be mailed with a Proof of Service to the owner of the property.
9. This decision is final. The time within which judicial review of this decision may be sought is governed by California Code of Civil Procedure, Section 1094.6 and the Yuba County Ordinance Code Chapter 1.16. Any petition seeking judicial review must be filed in the appropriate court not later than the 90th day following the date on which this decision was made; however, if within ten (10) days after the decision was made, a request for the record of the proceedings is filed and the required deposit in an amount sufficient to cover the estimated cost of preparation of such record is timely deposited, the time within which such petition may be filed in court is extended to not later than the 30th day following the date on which the record is either personally delivered or mailed to you or your attorney of record.

PASSED AND ADOPTED at the regular meeting of the Board of Supervisors of the County of Yuba held on the 25th day of October, 2016, by the following vote:

AYES: Supervisors Vasquez, Nicoletti, Abe, Fletcher

NOES: None

ABSENT: Supervisor Griego

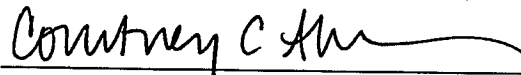
ABSTAIN: None

Chairperson of the Board of Supervisors County
of Yuba, State of California

ATTEST: Donna Stottlemeyer
Clerk of the Board of Supervisors



APPROVED AS TO FORM: Angil Morris-
Jones
County Counsel



The County of Yuba

B O A R D O F S U P E R V I S O R S

NOVEMBER 1, 2016 - MINUTES



Call to order 6:04 p.m. with Supervisors Andy Vasquez, John Nicoletti, Roger Abe, and Randy Fletcher present. Supervisor Mary Jane Griego absent.

- I. PLEDGE OF ALLEGIANCE - Led by Supervisor Abe
- II. ROLL CALL - Supervisors Vasquez, Nicoletti, Griego, Abe, Fletcher - Supervisor Griego absent.
- III. CONSENT AGENDA: All matters listed under the Consent Agenda are considered to be routine and can be enacted in one motion.

MOTION: Move to approve Consent Agenda MOVED: John Nicoletti SECOND: Andrew Vasquez
AYES: Andrew Vasquez, John Nicoletti, Roger Abe, Randy Fletcher
NOES: None ABSENT: Mary Jane Griego ABSTAIN: None

A. Agricultural Commissioner

1. (478-1116) Authorize Budget Adjustment in the amount of \$5,000 for Account 101-3400-361-5303 Pesticide Use Enforcement Fund and Account 101-3400-426-2200 Office Expense for the purchase of mobile devices to implement CalPEATS pesticide enforcement and tracking program. Approved.
2. (479-1116) Approve agreement with Applied Forest Management Inc. for Consulting Services for activities of Yuba Watershed Protection and Fire Safe Council for Fiscal Year 2016/2017 and authorize Chair to execute. Approved.

B. Board of Supervisors

1. (480-1116) Appoint Deputy Counsel Andrew Naylor as Chair Designee to the Yuba County Law Library Board. (No background material) Approved.

C. Clerk of the Board of Supervisors

1. (481-1116) Reappoint Raymond Bradley to Peoria Cemetery District for a term to end November 1, 2020. Approved.
2. (482-1116) Approve meeting minutes of October 15, 2016. Approved.

IV. PUBLIC COMMUNICATIONS:

Administrative Services Director Doug McCoy - New Sheriff Facility construction status

V. COUNTY DEPARTMENTS

A. County Administrator

1. (483-1116) Adopt resolution approving proceedings to refund the outstanding Yuba Levee Financing Authority revenue Bonds, 2008 Series A and Series B issued to finance certain levee and related improvements, and approving issuance and sale of revenue bonds by Yuba Levee Financing Authority for such purposes and approving related documents and official actions. (Fifteen minute estimate)

County Administrator Robert Bendorf briefly recapped the refinancing of bonds, potential savings to county, and responded to inquiries.

There were no public comments.

MOTION: Move to adopt MOVED: John Nicoletti SECOND: Randy Fletcher
 AYES: Andrew Vasquez, John Nicoletti, Roger Abe, Randy Fletcher
 NOES: None ABSENT: Mary Jane Griego ABSTAIN: None

Adopted Resolution No. 2016-113, which is on file in Yuba County Resolution Book No. 47.

B. Health and Human Services

1. (484-1116) Accept monetary donations totaling \$80,283.49 and in-kind donations from various individuals, agencies and/or organizations for 14Forward Project. (Thirty minute estimate) Director Jennifer Vasquez recapped donations received and presented certificates to all individuals and business donors. Board members commended the community and donations for the program. There were no public comments.

MOTION: Move to approve MOVED: Andrew Vasquez SECOND: John Nicoletti
 AYES: Andrew Vasquez, John Nicoletti, Roger Abe, Randy Fletcher
 NOES: None ABSENT: Mary Jane Griego ABSTAIN: None

C. Probation

1. (485-1116) Authorize budget adjustment to appropriate grant funding from Governor's Office of Emergency Services for Victim Services Program in the total amount of \$117,706. (Ten minute estimate) Program Manager Jason Roper recapped grant funding received, use of funds to support victim programs, and responded to inquiries.

MOTION: Move to authorize MOVED: Andrew Vasquez SECOND: John Nicoletti
 AYES: Andrew Vasquez, John Nicoletti, Roger Abe, Randy Fletcher
 NOES: None ABSENT: Mary Jane Griego ABSTAIN: None

VI. ORDINANCES AND PUBLIC HEARINGS: The Clerk read the disclaimer.

- A. (486-1116) Ordinance - Hold public hearing, waive reading and introduce ordinance repealing and re-enacting certain sections of Chapter 10.05 of the Yuba County Ordinance Code relating to standards of construction. (First Reading) (Roll Call Vote) (Five minute estimate). Assistant Public Works Director Tim Young recapped the update of building standards and responded to Board inquiries. Chairman Abe opened the public hearing. There were no comments.

MOTION: Move to close public hearing, waive reading, and introduce ordinance

MOVED: John Nicoletti SECOND: Andrew Vasquez

AYES: Andrew Vasquez, John Nicoletti, Roger Abe, Randy Fletcher

NOES: None ABSENT: Mary Jane Griego ABSTAIN: None

- VII. BOARD AND STAFF MEMBERS REPORTS: This time is provided to allow Board and staff members to report on activities or to raise issues for placement on future agendas.

Supervisor Vasquez: Annual Community Cleanup October 29

Supervisor Nicoletti: Annual Sikh Parade

Supervisor Fletcher: Yuba Employee Development Academy presentation of certificates October 26

Supervisor Abe:

- o Regional Housing Authority meeting October 5
- o Lindhurst High Renewal Program October 6
- o Cobblestone Schools Harvest Fair and Indigenous Peoples Day October 7
- o Public Safety Meeting October 19
- o CSA 14 Town Hall Meeting October 20
- o Rio Del Oro Harvest Festival October 21
- o Wheatland High School Homecoming Parade October 28
- o Memorial Adjournment - Mr. Lee Springer

County Counsel Angil Morris-Jones:

- o October 28 Naturalization Ceremony
- o Out of office November 4-14

County Administrator Robert Bendorf:

- o Participation on interview panel for Sutter County
- o Sheriff Facilities update

VIII. CLOSED SESSION

- A. Personnel pursuant to Government Code §54957.6(a) - Labor Negotiations DSA/County of Yuba Pulled from agenda.

- IX. ADJOURN: 7:12 p.m. in memory of Mr. Lee Springer.

Chair

ATTEST: DONNA STOTTLEMEYER
CLERK OF THE BOARD OF SUPERVISORS

Approved: _____

The County of Yuba

B O A R D O F S U P E R V I S O R S

NOVEMBER 15, 2016 - MINUTES



- I. PLEDGE OF ALLEGIANCE - Led by Supervisor Fletcher
- II. ROLL CALL - Supervisors Vasquez, Nicoletti, Griego, Abe, Fletcher – all present

Chief Deputy County Counsel Courtney Abril requested two cases of pending litigation be added to Closed Session as item X.B. and X.C. as the matters arose after the agenda was posted and requires action.

MOTION: Move to add to Closed Session two cases of pending litigation

MOVED: Mary Jane Griego SECOND: Randy Fletcher

AYES: Andrew Vasquez, John Nicoletti, Mary Jane Griego, Roger Abe, Randy Fletcher

NOES: None ABSENT: None ABSTAIN: None

- III. CONSENT AGENDA: All matters listed under the Consent Agenda are considered to be routine and can be enacted in one motion.

MOTION: Move to approve Consent Agenda

MOVED: Randy Fletcher SECOND: Mary Jane Griego

AYES: John Nicoletti, Andrew Vasquez, Roger Abe, Mary Jane Griego, Randy Fletcher

NOES: None ABSENT: None ABSTAIN: None

A. Community Development and Services

1. (487-1116) Approve Floodplain Development Variance for agricultural structure at APN 015-180-109, 1415 Pumpkin Lane. Approved.
2. (488-1116) Authorize Cooperative Work Agreement with Caltrans for Waldo Road Bridge Replacement Project and authorize Chair to execute upon review and approval of County Counsel. Approved.
3. (489-1116) Award contract to All-American Construction, apparent low bidder, for Intersection Improvements at Olivehurst Avenue and Powerline Road and authorize Chair to execute upon review and approval of County Counsel. Approved.
4. (490-1116) Adopt resolution summarily vacating drainage easement on APN's 021-550-017, APN 021-550-018 and APN 021-550-019. Adopted Resolution No. 2016-114, which is on file in Yuba County Resolution Book No. 47.
5. (491-1116) Adopt resolution vacating a portion of Linda Avenue, Road number 360, East of Yuba College and South of North Beale Road, reconveying the vacated portion to Yuba Community College

District, and authorizing Chair to execute Quit Claim Deed. Adopted Resolution No. 2016-115, which is on file in Yuba County Resolution Book No. 47.

6. (492-1116) Adopt resolution authorizing Director of Public Works to complete and execute of any/all necessary documents to purchase westerly 1.5 acres of APN 019-270-010 for Goldfields Parkway project upon review and approval of County Counsel. Adopted Resolution No. 2016-116, which is on file in Yuba County Resolution Book No. 47.

B. Emergency Services

1. (493-1116) Adopt resolution proclaiming the existence of ongoing local drought emergency in Yuba County pursuant to Government Code 8630. Adopted Resolution No. 2016-117, which is on file in Yuba County Resolution Book No. 47.

C. Health and Human Services

1. (494-1116) Adopt resolution authorizing Chair to accept and appropriate grant funds in the amount of \$60,000 from First Five Yuba for the period of August 1, 2016 - June 30, 2019, and execute related agreements and other pertinent documents upon review and approval of County Counsel. Pulled from consideration.

D. Treasurer and Tax Collector

1. (495-1116) Receive Yuba County Investment Pool Statement of Investment Policy for 2017. Received.

IV. SPECIAL PRESENTATION

- A. (496-1116) Receive presentation on Williams Report from Superintendent of Schools pursuant to Education Code 1240. (Ten minute estimate) Dr. Franciso Reveles provided a brief recap of the Williams Report and responded to Board inquiries.
- B. (497-1116) Receive update on US Forest Land Management Plan from Regional Ranger Karen Hayden, Tahoe National Forest. (No background material. Ten minute estimate) Regional Ranger Karen Hayden recapped the management plan, and advised a website would be available for citizens to make inquiries and or suggestions.

Supervisor Abe left the meeting at 9:42 a.m. and returned at 9:44 a.m.

V. PUBLIC COMMUNICATIONS: None.

VI. COUNTY DEPARTMENTS

A. Administrative Services

1. (498-1116) Approve Estoppel Certificate acknowledging pending sale of Packard Avenue Building and authorize Chair to execute. (Ten minute estimate) Director Doug McCoy provided a brief recap and responded to Board inquiries.

MOTION: Move to approve MOVED: Mary Jane Griego SECOND: Randy Fletcher
 AYES: John Nicoletti, Andrew Vasquez, Roger Abe, Mary Jane Griego, Randy Fletcher
 NOES: None ABSENT: None ABSTAIN: None

B. Community Development and Services

1. (499-1116) Adopt resolution authorizing the Director to execute all documents associated with the exchange of APN 016-040-105 for APN 020-133-012, multi-family parcels, upon review and approval of County Counsel.

Director Kevin Mallen recapped land exchange, benefits to both land owner and county, and responded to Board inquiries.

MOTION: Move to adopt MOVED: John Nicoletti SECOND: Andrew Vasquez
AYES: John Nicoletti, Andrew Vasquez, Roger Abe, Mary Jane Griego, Randy Fletcher
NOES: None ABSENT: None ABSTAIN: None

Adopted Resolution No. 2016-118, which is on file in Yuba County Resolution Book No. 47.

VII. ORDINANCES AND PUBLIC HEARINGS: The clerk read the disclaimer.

- A. (486-1116) Ordinance - Hold public hearing, waive reading and adopt ordinance repealing and re-enacting certain sections of Chapters 10.05 of the Yuba County Ordinance Code relating to standards of construction. (Second Reading) (Roll Call Vote) (Five minute estimate). Community Development and Services Director Kevin Mallen responded to inquiries.

The Chair opened the public hearing. No one spoke.

MOTION: Move to close public hearing, waive reading, and adopt ordinance
MOVED: Mary Jane Griego SECOND: Andrew Vasquez
AYES: John Nicoletti, Andrew Vasquez, Roger Abe, Mary Jane Griego, Randy Fletcher
NOES: None ABSENT: None ABSTAIN: None

By roll call vote the Board adopted Ordinance No. 1560, which is on file in Yuba County Ordinance Book No. 25.

VIII. CORRESPONDENCE: The Board may direct any item of informational correspondence to a department head for appropriate action.

- A. (500-1116) Letter from Auditor Controller enclosing Independent Audit Report of financial records for First Five Yuba for year ending June 30, 2016. Received.
- B. (501-1116) Notice of Findings from California Fish and Game Commission regarding Livermore tarplant and Townsend's big-eared bat. Received.

IX. BOARD AND STAFF MEMBERS REPORTS: This time is provided to allow Board and staff members to report on activities or to raise issues for placement on future agendas.

Supervisor Nicoletti: Memorial Adjournment: Mr. Taj Fields and Mr. Lee Springer

Supervisor Griego - Meetings attended:

- Feather River Air Quality Management District Blue Sky Funds disbursement
- SACOG Transportation Committee

Supervisor Fletcher - Meetings attended:

- November 1 YCWA Workshop
- November 2 North Yuba Grown
- November 4 YCWA, Economic Development Corp, and Sierra Nevada Conservancy meetings
- November 8 YCWA meeting
- November 9 Fire Safe Council meeting
- November 10 YCWA meeting
- November 14 YCWA and Economic Development Corp meeting

County Administrator Robert Bendorf: Working with Yuba County Water Agency on refunding Levee Bonds to lower payments

- X. CLOSED SESSION The Board retired into closed session at 10:13 a.m. and returned at 11:28 a.m. with all members present as indicated above.
- A. Personnel pursuant to Government Code 54957.6(a) - Labor Negotiations DSA/County of Yuba By unanimous vote the Board authorized MOU with DSA
- B. Pending litigation pursuant to Government Code 54956.9(d)(1) - Kumar vs. Curfor et.al By unanimous vote the Board gave authorization.
- C. Pending litigation pursuant to Government Code 54956.9(d)(1) - Hedrick vs. Grant By unanimous vote the Board gave information.
- XI. ADJOURN: at 11:28 a.m. in memory of Mr. Taj Fields and Mr. Lee Springer.

Chair

ATTEST: DONNA STOTTLEMEYER
CLERK OF THE BOARD OF SUPERVISORS

By Rachel Ferris, Deputy Clerk

Approved: _____


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The County of Yuba

Office of Clerk of the Board of Supervisors

509-1216
(509-1216) Appoi... - 1 of 4



To: Board of Supervisors
From: Donna Stottlemeyer, Clerk of the Board 
Subject: Child Care Planning Council – Public Agency Representative
Date: December 6, 2016

Recommendation

Appoint Nick Roberts to the Child Care Planning Council of Yuba and Sutter Counties as Public Agency Representative for a term ending September 30, 2019.

Background and Discussion

The Local Appointment List of all Boards/Commissions/Committees is continually posted indicating vacancies, appointees, terms of office, qualifications and meeting information and updated bi-monthly. This is an unscheduled vacancy due to the resignation of Ms. Ann Soliday July 29, 2016. One application from Mr. Roberts has been received and is attached for your review. Child Care Planning Council of Yuba and Sutter Counties recommends appointment.

In light of the expressed interest, it would be appropriate to make the appointment at this time.

Fiscal Impact

None due to appointment.

Committee Action

Brought directly to the Board for consideration.

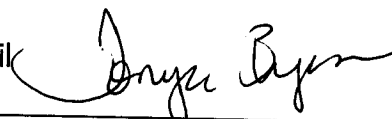
Memorandum

Date: November 7, 2016

To: Yuba County Board of Supervisors

From: Tonya K. Byers, Coordinator
Child Care Planning Council of Yuba & Sutter Counties

RE: Appointment to the Child Care Planning Council



RECOMMENDATION: The Council is recommending that the Board of Supervisors consider the appointing Nick Roberts to the Public Agency Representative position on the Child Care Planning Council of Yuba and Sutter Counties for the term to begin immediately and ending on September 30, 2019.

BACKGROUND: The Yuba and Sutter County Superintendents of Schools formed the Council in 1991, in accordance with the state law established by AB 2141 that encouraged the formation of county level child care planning councils. In 1997, under AB 1542, the Council membership composition was established and legislative mandates were assigned to the Councils. The Child Care Planning Council of Yuba and Sutter Counties By-Laws Article IV, Sec. B – Vacancies states "Upon the resignation or termination of an appointed member, the Chair of the Council shall notify the Superintendents of Schools and the Board of Supervisors of the vacancy. Subject to the consent of the Superintendents and Boards of Supervisors, members of the Council shall assist with the solicitation and/or review of nominations received and may make recommendations to the Superintendents and Boards of Supervisors who will make the appointment. The appointed replacement shall serve the remaining term of that member."

DISCUSSION: The Board of Supervisors and the Superintendent of Schools make the appointments of the Council Members to the Child Care Planning Council.

COMMITTEE ACTION: No committee has reviewed the request.

FISCAL IMPACT: None

Attn: Donna Stottlemeyer



**Child Care
Planning Council**
of yuba and sutter counties

**CHILD CARE PLANNING COUNCIL OF YUBA AND SUTTER COUNTIES
MEMBERSHIP APPLICATION**

Name Nick Roberts
Home Address _____ City _____ Zip _____
Agency Yuba County Office of Education Title Prevention Assistant
Business Address 935 14th St. City Marysville Zip 95901
Day Phone _____ Fax _____ E-Mail _____

A. CATEGORIES FOR APPOINTMENT

The Superintendents of Schools and the Board of Supervisors make appointments to the Child Care Planning Council of Yuba and Sutter Counties. Members must live or work in Yuba or Sutter County. Twenty percent (20%) of the Child Care Planning Council members are to be drawn from each of the following categories described below: Child Care Provider, Child Care Consumer, Community Representative, Public Agencies, and Discretionary. Please indicate which appointment category you are applying for.

☐ 1. **Consumer of Child Care Services**-using child care or have used it within the past 36 months.
Are you currently receiving child care? ☐ Yes ☐ No Date last used it: _____
Name of Provider _____ City _____

☐ 2. **Child Care Provider**-please check the type of care you provide:
☐ a) Licensed family child care provider (# of children licensed for _____)
☐ b) Licensed & publicly funded child care center (# of children licensed for _____)
Center Name _____ City _____
☐ c) Licensed, private for profit, or private non profit child care center (# of children _____)
Center Name _____ City _____
☐ d) License exempt child care provider (# of children licensed for _____)
Program Name if applicable _____

☒ 3. **Community Representative**-excluding agencies that contract with the California Department of Education to provide child care and development services.
Organization Yuba County Office of Education
Location of Agency Yuba County Service Area Yuba County

☒ 4. **Public Agency Representative**-including city, county, and local education agencies.
Agency _____ City _____

☐ 5. **Discretionary Category**-Please describe

②

B. GEOGRAPHIC, ETHNIC, AND CULTURAL DIVERSITY REPRESENTATION

AB 1542 (Education Code 8499.3 (d) states, "Every effort shall be made to ensure that the ethnic, racial, and geographic composition of the local planning council is reflective of the ethnic, racial, and geographic distribution on the population of the county."

Please indicate your ethnic origin (optional):

- ☐ White (includes Indo-European, Pakistani, East Indian)
- ☐ Black (includes African, Jamaican, Trinidadian, and West Indian)
- ☐ Hispanic (includes Mexican, Puerto Rican, Cuban, Latin American or Spanish)
- ☐ Asian or Pacific Islander (includes Japanese, Chinese, Korean or Vietnamese)
- ☐ American Indian or Alaskan Native (includes persons who identify themselves or are known as such by virtue of tribal association)
- ☐ Filipino (includes only Filipino)
- ☒ Other Brazilian

C. MEMBERSHIP RESPONSIBILITIES – Members are expected to attend regular monthly meetings held on the Fourth (4) Tuesday of each month, and participate in at least one committee. Additional meetings may be scheduled for training and Council business. Are you able to commit to a regular participation, given this schedule? ☒ Yes ☐ No

If needed, do you have the support of your agency/employer to be an active member of the Council?

☐ Yes ☐ No

D. INVOLVEMENT—Please describe related organizations with which you are currently involved.

Currently part of BRC, I.L.P. at Yuba College and Boy Scouts of America.

E. APPLICANT INTERESTS – Please describe your interest in the Child Care Planning Council and the skill that you would bring to the Council.

Have you ever been convicted of a felony? ☐ Yes ☒ No
(A felony conviction may preclude you from service)

I DECLARE UNDER PENALTY OF PERJURY THAT THE FOREGOING INFORMATION IS TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE.

Signature Nick White Date 9-30-16

Mail or Fax the application to: Child Care Planning Council 1104 E Street, Marysville, CA 95901
Fax: 530-749-3279
For more information call 530-749-4040

FOR OFFICE USE ONLY: The Council recommends appointment ☐ Yes ☐ No

The County of Yuba

Office of the Board of Supervisors

510-1216
(510-1216) Appro... - 1 of 2



December 6, 2016

TO: Board of Supervisors
FROM: Chairman Abe and Vice-Chair Fletcher
SUBJECT: Cancellation of Certain Board Meetings

Recommendation:

Approve Board of Supervisors meeting schedule for 2017 and cancelling certain meetings.

Background and Discussion:

The meeting calendar for 2017 allows for 32 regular Board meetings and two workshops. Certain meetings are recommended cancelled for department heads to prepare budgets and presentations.

Committee Action:

This matter is being brought directly to the Board for consideration.

Fiscal Impact:

None.

Ds
Attachment

2017 Meeting Schedule Board of Supervisors

Jan. 03 6:00 p.m. Cancelled
 Jan. 09 12:00 p.m. Swearing In
 Jan. 10 9:30 a.m.
Jan. 17 9:30 a.m. Cancelled
 Jan. 24 9:30 a.m.
Jan. 31 9:30 a.m. No Mtg 5th Tues.

Feb. 07 6:00 p.m.
 Feb. 14 9:30 a.m.
Feb. 21 9:30 a.m. Cancelled
 Feb. 28 9:30 a.m.

Mar. 07 6:00 p.m.
Mar. 14 9:30 a.m. Cancelled
 Mar. 21 9:30 a.m.
**Mar. 28 9:30 a.m. Reg. Cancelled -
 Strategic Plan Workshop**

Apr. 04 6:00 p.m.
 Apr. 11 9:30 a.m.
 Apr. 18 9:30 a.m.
 Apr. 25 9:30 a.m.

May 02 6:00 p.m.
May 09 9:30 a.m. Cancelled - ACWA Conf.
 May 16 9:30 a.m.
 May 23 9:30 a.m.
May 30 No Meeting 5th Tuesday

Jun. 06 9:30 a.m. Cancelled
 Jun. 13 9:30 a.m.
 June 20 9:30 a.m.
 Jun. 27 9:30 a.m.

Jul. 04 6:00 p.m. Cancelled
 Jul. 11 9:30 a.m.
 Jul. 18 9:30 a.m.
 Jul. 25 9:30 a.m.

Aug. 01 Cancelled - Nat'l Night Out
 Aug. 08 9:30 a.m.
 Aug. 15 8:30 a.m. Budget Workshops
 Aug. 16 8:30 a.m. Cont. Budget Workshops
 Aug. 22 9:30 a.m.
Aug. 29 No Meeting 5th Tuesday

Sept. 05 6:00 p.m. Cancelled
 Sept. 12 9:30 a.m.
 Sept. 19 9:30 a.m.
 Sept. 26 9:30 a.m.

Oct. 03 6:00 p.m. Cancelled
 Oct. 10 9:30 a.m.
Oct. 17 9:30 a.m. Cancelled
 Oct. 24 9:30 a.m.
Oct. 31 9:30 a.m. No Mtg 5th Tues.

Nov. 07 6:00 p.m.
 Nov. 14 9:30 a.m.
Nov 21 9:30 a.m. No Meeting
Nov 28 9:30 a.m. No Meeting CSAC/ACWA

Dec. 05 6:00 p.m.
 Dec. 12 9:30 a.m.
 Dec. 19 9:30 a.m.
Dec. 26 9:30 a.m. No Meeting

**Pursuant to Ordinance Code 2.25.010 "any regular meeting...that falls upon a Holiday or Election day is cancelled.*

There shall be no regular meeting in any work week having 2 County holidays. Section 2.25.020 provides no regular meeting shall be held on the 5th Tuesday in any calendar month.

RCRC Conference Sept. 26-29

ACWA Spring Confr. May 9-12 Monterey, CSAC Annual Confr. Nov 28-Dec 1(Sacramento)/ACWA Fall Confr. Nov 28-Dec 1 (Anaheim)
2017 Holidays - Jan 2 and 16, Feb 20, May 29, July 4, Sept 4, Nov 10, 23 & 24, Dec 25 & 26

THE COUNTY OF YUBA**Clerk of the Board of Supervisors**915 8th Street, Suite 109

Marysville, CA 95901

(530) 749-7510

(530) 749-7353 Fax

**To:** Board of Supervisors**From:** Donna Stottlemeyer, Clerk of the Board **Subject:** Local Appointment List**Date:** December 6, 2016**Recommendation**

Adopt list of ongoing boards, commissions, and committees appointed by the Board of Supervisors.

Background and Discussion

The Maddy Appointive List Act of 1975 requires that on or before December 31 of each year, each legislative body shall prepare an appointments list of all regular and ongoing boards, commissions, and committees which are appointed by the legislative body of the local agency.

A current list is attached for your review and adoption. The list is continually posted at the Government Center, in the office of the Clerk of the Board of Supervisors, the Library, and on the County website, and is updated as vacancies and appointments occur.

Fiscal Impact

None

Committee Action

None required.

ds
attachment

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LOCAL APPOINTMENT LIST

(511-1216) Adopt... - 3 of 12

AREA 4 AGENCY ON AGING ADVISORY COUNCIL

TWO VACANCIES

www.a4aa.com

Tai Love

1401 El Camino Avenue, 4th Floor

Sacramento, CA 95815

(916) 486-1876

Appointees: 2, Three-year term ending June 30

Qualifications: Resident of Yuba County; low income, older minority persons, or actual consumer of services under the Area Plan (El Dorado, Nevada, Placer, Sacramento, Sierra, Sutter, Yolo, & Yuba).

Meets: Third Thursday of each month, 1:00 p.m. at different locations within the counties represented

Compensation: Mileage at the IRS rate for out of county meetings

VACANCY – 06/30/2019

VACANCY – 6/30/2017

AREA 4 AGENCY ON AGING/GOVERNING BOARD

www.a4aa.com

Tai Love

1401 El Camino Avenue, 4th Floor

Sacramento, CA 95815

(916) 486-1876

Appointees: 1 At-large appointee Two-year term, and 1 Supervisor/Designee – One-year term. Terms end December 31.

Qualifications: Resident of Yuba County

Meets: Second Friday of each month at 10 a.m. at different locations within the 7 counties represented (El Dorado, Nevada, Placer, Sacramento, Sierra, Sutter, Yolo, & Yuba)

Compensation: Mileage at the IRS rate for out of county meetings excluding Board of Supervisors members

Supervisor Randy Fletcher/Alternate Andy Vasquez

Christopher Parent, At-Large Representative – 12/31/2017

ASSESSMENT APPEALS BOARD NO. 2

ONE VACANCY

<http://www.co.yuba.ca.us/departments/bos/Assessment%20Appeals%20Board.aspx>

Clerk of the Board of Supervisors

915 – 8th Street, Suite 109

Marysville, CA 95901

(530) 749-7510

Appointees: 3/2 Alternates, Three-year term ending first Monday in September

Qualifications: Five years professional experience in California as one of the following: CPA/Public Accountant, licensed real estate broker, attorney, property appraiser accredited by a nationally recognized professional organization, or person which the Board of Supervisors believes possesses competent knowledge of property appraisal and taxation.

Meets: 9:00 a.m. on Monday one to two times monthly January through May and at varied times as needed throughout the year.

Compensation: \$75 per hour with \$150 minimum per meeting

Mimi Mathews, 08/26/2008 - 09/04/2017
Pete Hammontre, 08/15/2006 - 09/03/2018
Norbert Kominsky, 08/13/2013 - 09/02/2019

Alternates (511-1216) Adopt... - 4 of 12
VACANCY - 9/5/2019
Kuldip S. Atwal, 4/24/12 – 9/03/2018

BI-COUNTY SOLID WASTE INDEPENDENT HEARING PANEL

<http://www.co.yuba.ca.us/Departments/Community%20Development/EH/solid%20waste/solidwaste.aspx>

Environmental Health
915 – 8th Street, Suite 123
Marysville, CA 95901
(530) 749-5450

Appointees: 3, Four-year term (May serve more than one term but not more than two consecutive terms)
Meets: As needed Qualifications: One member shall be a technical expert with knowledge of solid waste management methods and technology; one member of the local governing body (Yuba County Board of Supervisors); and at least one member shall be a representative of the public at large residing in Yuba or Sutter County.

Supervisor John Nicoletti, 11/13/2012 – 12/31/2016
Terry A. Noble, 06/24/2014 – 06/24/2018

Dennis Green, 06/14/2011 – 1/28/2018

BROWNS VALLEY CEMETERY DISTRICT

Ruth Mikkelsen, Chair
P.O. Box 211
Browns Valley, CA 95918

Appointees: 3, Four-year term Qualifications: Elector within the District Meets: As needed

Ruth Mikkelsen, 10/27/09 – 08/22/2020
Roland D'Arcy, 09/10/2013 – 09/10/2017

Susan Lee, 08/09/2011 – 10/21/2018

BROWNSVILLE CEMETERY DISTRICT

Norma Escherman, Secretary
P.O. Box 333
Brownsville, CA 95919
(530) 675-2115

Appointees: 3, Four-year term Qualifications: Elector within the District Meets monthly

Jim Bamford, 07/06/2010 – 02/10/2019
Dwight Moore, 06/23/2015 - 02/26/2017

Alvin Bell, 06/26/2012 – 07/14/2019

BUILDING CONSTRUCTION APPEALS BOARD

c/o Community Development
915 – 8th Street, Suite 123
Marysville, CA 95901
(530) 749-5430

Appointees: 5, Serve at the pleasure of the Board of Supervisors.

Qualifications: Need not be Yuba County resident. Must be sufficiently experienced in building and construction matters to pass upon matters coming before the Board, such as matters (511-1216) Adopt... - 5 of 12 and technical rules relating to building permits.

Meets: As needed

Gerald Sparks, 02/18/1992
Bart E. Johnson, 12/03/1985

Lloyd Appleby, 09/19/1995
Garry E. Laughlin, 02/07/1984

John Stevens, 10/12/1999

CHILD CARE PLANNING COUNCIL OF YUBA & SUTTER COUNTIES

TWO VACANCIES

www.childcareyubasutter.org

Executive Director Tonya K. Byers
1104 E Street
Marysville, CA 95901
(530) 749-4040

Appointees: 5, 3 year term of office ending 9/30

Qualifications: Consumer – Parent or person who receives, or has received child care services; Child Care Provider – a person who provides child care services or represents persons who provide child care services; Public Agency – a person who represents a city, county, city and county, or local education agency; Community – a person who represents an agency or business that provides private funding or advocates for child care services through participation in civic or community-based organizations and is not a child care provider and does not represent an agency that contracts with the California Department of Education to provide child care and development services; or Discretionary – a person from any of the above categories or outside of these categories at the discretion of the appointing agencies

Meets: Fourth Tuesday of month at 1:00 p.m. at Yuba County Office of Education, Center for Education, 1104 E Street, Marysville.

Kathy Woods, Child Care Provider Rep., 10/15/2013 – 9/30/2019

Cassandra Rivera, Community Rep 10/25/2016 – 9/30/2019

VACANCY, Public Agency Rep., Term– 9/30/2018

Paul Tupaz, Consumer Rep., 6/23/2015 – 9/30/2019

VACANCY, Discretionary Rep., Term – 9-30-2019

COMMISSION ON AGING

THREE VACANCIES

Chair Sue Cejner-Moyers
915 8th Street, Suite 109
Marysville, CA 95901
(530) 743-7554

Appointees: 7, Three-year term for At-Large and District reps run concurrent with Supervisorial District

Qualifications: Each Supervisor shall appoint one member who shall be a resident of his/her Supervisorial District. Two At-large members shall be appointed who shall be a County resident.

Meets: Second Wednesday at 10:00 a.m. at the Yuba County Senior Center, 4979 Olivehurst Avenue, Olivehurst

Compensation: None

VACANCY District One Rep., Term – 12/31/2018

VACANCY, District Two Rep, Term – 12/31/2016 VACANCY District Three Rep., Term 12/31/2016

Debbie Panteloglew, District Four Rep., 08/13/2013–12/31/2016

Sue Cejner-Moyers, District Five Rep., 12/14/2010–2/31/2018

Gayle Diamond, At-Large, 12/14/2010 – 06/23/2018

Gary Arlington, At-Large, 2/26/2013 – 4/05/2019

COMMUNITY SERVICES COMMISSION

<http://www.yubacares.org/>

Brenda Stranix, Yuba Sutter Economic Development Corp.
950 Tharp Road, Suite 1303
Yuba City, CA 95993
(530) 751-8555

ONE UNS (511-1216) Adopt... - 6 of 12

Appointees: 5, Term runs concurrent with District Supervisor

Qualifications: Resident of Supervisorial District.

The Board of Supervisors has the option of designating themselves individually as members or appointing a representative.

Meets: Fourth Tuesday of every the month beginning January at 3:00 p.m. in the Wheatland Room, Government Center,

915 – 8th Street Suite 123, Marysville

Richard H. Webb District One – 06/28/16 - 12/31/2018

Vera Correa, District Three, 01/15/2013 – 12/30/2016

Supervisor Randy Fletcher District Five – 12/31/2018

Supervisor John Nicoletti, District Two, 12/31/2016

VACANT District Four – Term Ends 12/31/2016

ECONOMIC DEVELOPMENT ADVISORY COMMITTEE

FIVE VACANCIES

Brynda Stranix, Yuba Sutter Economic Development Corp.

950 Tharp Road, Suite 1303

Yuba City, CA 95993

(530) 751-8555

Appointees: 20, Serves at the pleasure of the Board

Qualifications: Business owners and professionals within the County

Meets: Third Friday of odd numbered months at 7:30 a.m. in various county locations

Compensation: None. Voluntary

Purpose: Provides recommendations and strategies on implementing programs in the areas of business marketing, business attraction, business retention, business development, and tourism to further the economic strength and vitality of the County.

Nate Pomeroy, 4/13/2010

Sheila Kern, 4/13/2010

Wayne Bishop, 4/3/2010

Glenn Stifflemire, 1/21/2014

Steven Dambeck, 2/26/2013

Steve Hammarstrom 8/12/2014

Todd Hambrook, 2/1/2011

Cary Wilson, 4/13/2010

Rosemary Daoust, 01/15/13

Sean Andersen, 3/19/2013

Sarbdeep Atwal, 2/14/2012

Hilton Perez, 4/1/2014

Tib Belza, 4/13/2010

Terry Bently, 02/26/2013

Chong Yang, 10/21/2014

ENVIRONMENTAL HEALTH APPEALS BOARD

Environmental Health

915 – 8th Street, Suite 123

Marysville, CA 95901

(530) 749-5450

Appointees: 5, Serve at pleasure of Board of Supervisors

Qualifications: One contractor licensed to install private sewage disposal systems in California; one registered environmental health specialist; one medical doctor; one registered or professional civil engineer; and one member of the public.

Meets: As needed

Fred H. Kawashima, Public At-Large Rep., 10/12/1999

Bob Nicholson, General Contractor Rep., 09/19/1995

Archibald H. Beard, Medical Doctor Rep., 03/12/1996
Wes Faubel, Civil Engineer Rep., 10/12/1999
Susan Chalpin, Environmental Health Specialist Rep., 09/19/1995

(511-1216) Adopt... - 7 of 12

FIRST 5 YUBA COMMISSION

www.first5yuba.org

Cynthia Sodari, Executive Director
1114 Yuba Street, Suite 147
Marysville, CA 95901-6132
(530) 749-4877

Appointees: 7, Three-year term of office ending the last Monday of April

Qualifications: 1. One Board of Supervisor; 2. One member shall be the Director of Human Services or a Management Designee; 3. One member shall be the Director of Public Health or a Medical-Public Health Designee; 4. One member shall be the Chief Probation Officer or a Management Designee; 5. One member shall be the Yuba County Office of Education Superintendent or a local School District Designee; 6. The remaining two members shall be persons from the following categories: (a) recipients of project services in the County Strategic plan; (b) educators specializing in early childhood development; (c) representatives of a local child care resource or referral agency or a local child care coordinating group; (d) representatives of a local organization for prevention or early intervention for families at risk; (e) representatives of community-based organizations that have the goal of promoting nurturing and early childhood development; (f) representatives of local school districts; and (g) representatives of local medical, pediatric, or obstetric associations or societies.

Meets: Fourth Thursday of every other month at 3:30 p.m. beginning January (except Nov. and Dec) on the 3rd Thursday of the month at the Yuba County Government Center, Marysville Conference Room

Compensation: Voluntary.

Supervisor Andy Vasquez/Alternate Supervisor John Nicoletti 07/01/2013 – 01/28/2016

Pam Morasch, Deputy Director HHS 09/23/14 – 04/30/2018

Jim Arnold, Chief Probation Officer 08/13/13 – 04/30/2018

Dr. Homer J. Rice, Health Administrator, designee by Director of Public Health 01/20/16 - 04/30/2018

Francisco Reveles, Yuba County Office of Education Superintendent 09/13/16 – 04/30/2018

Melinda Staples, Categorical Rep., 11/3/2015 – 04/24/2017

Sally Sokoloski, Categorical Rep., 11/3/2015 - 04/30/2018

HISTORIC RESOURCES COMMISSION

ONE VACANCY

Russ Brown

County Administrator

915 – 8th Street, Suite 115

Marysville, CA 95901

(530) 749-7575

Appointees: 10, Four-year term. (Initially terms will be staggered as Three and Four-year terms)

Qualifications: 1 appointed by City of Marysville, 1 appointed by City of Wheatland, 1 appointed by each supervisorial district, 3 at-large appointed by Board of Supervisors.

Meets: Monthly, 2nd Tuesday of the month, 7:00 p.m. - Marysville City Hall – Covillaud Room

Compensation: None. Voluntary

Joe Henderson - Wheatland Rep.

Roberta D'Arcy At-Large Rep., 12/8/15 – 12/8/2019

Dale Whitmore – Marysville Rep.

Kathleen Smith At-Large Rep., 12/8/15 - 12/8/2019

Dennis R. McLeod At-Large Rep., 5/10/16 – 5/10/2020

Vacancy - District One Rep.

Michael Paine- District Two Rep., 12/8/15-12/31/16

HOUSING ADVISORY AND APPEALS BOARD

Community Development/Building
915 – 8th Street, Suite 123
Marysville, CA 95901
(530) 749-5430

Appointees: 5, Serve at the pleasure of Board

Qualifications: Resident of Yuba County, and experience and training to pass upon matters pertaining to building and construction

Meets: As needed

Compensation: \$25 per day/meeting

John Guanzon, 12/16/2003
Christina Pierce, 03/23/2004

Thomas C. Stoller, 12/16/2003
Sarbdeep Atwal, 2/28/2012

Scott Slayton, 12/16/2003

IN-HOME SUPPORTIVE SERVICES (IHSS) ADVISORY COMMITTEE

NINE VACANCIES

John Crocker, Adult Services Program Manager
5730 Packard Avenue
Marysville, CA 95901
(530) 749-6371

Appointees: Up to 11, Two-year term

Qualifications: Resident of Yuba County and interest in serving persons with disabilities.

At least 50% of members must be current or past consumers of in-home personal assistance services, and two must be past or present IHSS care providers.

Meets: Quarterly

Ron Russell, 04/07/2009 – 09/10/2015
Two year term

Xia Lia Yang, 08/13/2013 – 08/13/2015

9 VACANCIES –

KEYSTONE CEMETERY DISTRICT

Robert Roberts, Chairman
P.O. Box 8
Dobbins, CA 95935
(530) 692-2408

Appointees: 3, Four-year term

Qualifications: Elector within Cemetery District

Meets: As needed

Dan Lucero, 12/06/2011 – 12/06/2019
Morris Moody, 2/6/2007 – 07/14/2019

Robert W. Roberts, 03/17/2010 – 10/21/2018

LAW LIBRARY BOARD OF TRUSTEES

ONE VACANCY

County Counsel
915 – 8th Street, Suite 111
Marysville, CA 95901
(530) 749-7565

Appointees: 2 (Board Chair or his designee and 1 At-Large Representative) (511-1216) Adopt... - 9 of 12 last
meeting in January

Qualifications: Member of the California state bar and resident of the County

Meets: Second Tuesday of the month at noon at Department 7, Yuba County Courthouse, 215 5th Street

Andrew Naylor, Board Designee Rep. 11/01/2016

Vacancy – At-Large

LIBRARY ADVISORY COMMISSION

<http://www.co.yuba.ca.us/Departments/Library/LibAdvisComm.aspx>

Sandeep Sidhu, Administration Supervisor

Yuba County Library

303 Second Street

Marysville, CA 95901

(530) 741-7380

Appointees: 5 members Concurrent with District Supervisor and 1 Board of Supervisor (1 year term)

Qualifications: Resident of Supervisorial District representing

Meets: 1st Thursday of every other month beginning in February

Supervisor Mary Jane Griego, 1/27/2015 – 1/26/2017

Steve Wigley, District One, 4/22/2014 - 12/31/2018

Michael Paine, District Two, 01/20/2009 – 12/31/2016

Charissa McClain, District Three, 01/11/2011 - 12/31/2016

Pat Camarena, District Four, 06/15/2010 - 12/31/2016

Sue Cejner-Moyers, District Five 01/09/2007 – 12/31/2018

PEORIA CEMETERY DISTRICT

Peoria6240@yahoo.com

Dolores McGuire, Secretary

P.O. Box 23

Browns Valley, CA 95918

(530) 749-8473

(530) 742-8674 – fax

Appointees: 3, Four-year term

Qualifications: Elector within the Cemetery District

Meets: 2nd Thursday of the second month of year quarterly at 7:00 p.m. at the Loma Rica Lions Club

Raymond G. Bradley, Jr., 09/09/2008 – 11/01/2020

Nancy Houser, 08/22/2004 – 09/10/2017

David Pietz, 4/22/2014 – 08/13/2017

PLANNING COMMISSION

<http://www.co.yuba.ca.us/Departments/Community%20Development/Planning/Default%20Pages/planningcommission.aspx>

Community Development

915 – 8th Street, Suite 123

Marysville, CA 95901

(530) 749-5470

Appointees: 5/4 year term concurrent with Supervisor expiring on the 2nd Tuesday following the first Monday in January

Qualifications: Each Supervisor shall appoint one member who shall be a resident of his/her supervisorial district.

(511-1216) Adopt... - 10 of 12

Meets: 3rd and 4th Wednesday each month, at 6:00 p.m., Board of Supervisors Chambers

Compensation: \$75 per meeting pursuant to YCOC 11.05.110

Alyssa Lindman, District One, 01/11/2011 – 01/15/2019

Michele Barker, District Two, 02/03/2009 – 01/10/2017

Vera Correa, District Three 05/14/2013 – 01/10/2017

Randy Rasmussen, District Four, 10/01/2013 – 01/10/2017

Warner C. Phillips, District Five 02/03/2015 – 01/15/2019

PLUMAS LAKE SPECIFIC PLAN DESIGN REVIEW COMMITTEE

ONE VACANCY

<http://www.co.yuba.ca.us/departments/Community%20Development/Planning/Default%20Pages/plumaslakedsignreview.aspx>

Community Development

915 – 8th Street, Suite 123

Marysville, CA 95901

(530) 749-5430

Appointees: 5, One Year

Qualifications: Three members shall demonstrate combination of technical knowledge, training or experience architectural, urban planning, landscape, civil engineering and or art or architectural history. Two members shall be residents of the Plumas Lake Specific Plan area.

Meets: As needed on 1st Thursday of the month at 5:30 p.m. in Board of Supervisors Chambers

David Villanueva, Resident Rep., 01/10/2012 – 06-14-2017

Donald Rae, Resident Rep., 01/08/2008 – 05/10/2017

Patrick Osborne, Technical Rep., 2/3/2015 – 5/10/2017

James F. Purcell, Resident Rep., 08/12/2014 – 09/13/2017

VACANCY Technical Rep. One Year Term

REDEVELOPMENT AGENCY OVERSIGHT BOARD (Yuba County)

Sean Powers, Director of Finance and Administration

Community Development

915 – 8th Street, Suite 123

Marysville, CA 95901

(530) 749-5430

Appointees: 1 Board appointed, serves at pleasure of the Board

Qualifications: County resident

Meetings: 3:30 p.m. on the 4th Tuesday of March, June, and September. (Special meetings as needed)

Dennis Ayres, 6/24/2014

REDEVELOPMENT AGENCY OVERSIGHT BOARD (City of Marysville)

ONE VACANCY

Billie Fangman, Marysville City Clerk

526 C Street

Marysville, CA 95901

(530) 749-3901

Appointees: 1 Board appointed, serves at pleasure of the Board

Qualifications: City or County resident

Meetings: As needed

RESOURCE CONSERVATION DISTRICT**FOUR VACANCIES TERM ENDS 11/30/18 & 2020**<http://www.co.yuba.ca.us/ycrcd/>

(511-1216) Adopt... - 11 of 12

1511 Butte House Road, Ste. B
Yuba City, CA 95993
(530) 674-1461 x 3

Appointees: 5, Four-year term of office ending November 30 of even numbered years

Qualifications: Landowner in Reclamation District (Entire County except for cities of Wheatland and Marysville) and endorsement from 10 Yuba County registered voters

Meets: Normally on the 3rd Tuesday of the month at 2:00 p.m. at Yuba County Government Center Agriculture Commissioner Conference Room.

Don L. Grimm, 04/07/2015 – 11/30/2018

SMARTSVILLE CEMETERY DISTRICT**ONE VACANCY**

P.O. Box 198
Smartsville, CA 95977
(530) 713-5947

Appointees: 3, Four-year term

Qualifications: Elector within Cemetery District

Meets: As needed

Leanna Beam, 06/12/2001 – 08/27/2017

Rita Ann Gross, 6/19/2012 – 06/19/2016

One Scheduled Vacancy – FOUR YEAR TERM

STRAWBERRY VALLEY CEMETERY DISTRICT

Mary L. Lauck, Secretary
P.O. Box 395
Strawberry Valley, Ca 95981
(530) 675-2340

Appointees: 3, Four-year term

Qualifications: Elector within Cemetery District

Meets: As needed

James Parnell, 03/23/2010 – 05/20/18

Cynara (Lea) Barthelmes, 05/02/2006 – 7/22/2018

Autumn Meadow, 09/16/2014 – 09/16/2018

SUTTER-YUBA BEHAVIORAL HEALTH ADVISORY BOARD (Bi-County) **ONE VACANCY**

Sue Hopper, Executive Secretary
P.O. Box 1520
Yuba City, CA 95992
(530) 822-7200 ext. 2275

Appointees: 5, Three-year terms ending June 30 with terms being staggered/Plus 1 Supervisor (6/30/2017)

Qualifications: Resident of Yuba County and at least two members must be consumer representatives

Meets: First Thursday of month at 5:30 p.m. at 1965 Live Oak Blvd. Conference Room, Yuba City (Except for August and December)

Supervisor Andy Vasquez Representative/Supervisor Randy Fletcher Alternate

UNSCHEDULED - Consumer Rep., 06/30/2019

Ashley Dominic- Consumer Rep., 7/26/2016 - 6/30/2018

Touresa Vang, At-Large Rep. 02/09/2016– 06/30/2017

Sheila Wilson, Family Rep. 02/09/2016 -6/30/2017

Ashley Alexander, At-Large Rep. 02/09/2016– 06/30/2018

SUTTER-YUBA MOSQUITO & VECTOR CONTROL DISTRICT

http://sutter-yubamvcd.org/Board_of_Trustees.asp

Ronald McBride, Manager

P.O. Box 726/701 Bogue Road

Yuba City, CA 95992

(530) 674-5456

(511-1216) Adopt... - 12 of 12

Appointee: 1, Two-year or Four-year term at the discretion of the Board of Supervisors

Qualifications: Elector and resident of portion of County which is within District

Meets: Second Thursday of each month at 4:30 p.m. at District office

Compensation: \$100 per meeting in lieu of expenses

Erica O. Jeffrey, 01/15/2013 – 12/31/2016

WHEATLAND CEMETERY DISTRICT

Holly Welch, Secretary

PO Box 281

Wheatland, CA 95692

(530) 633-4333

Appointees: 5, Four-year term

Qualifications: Elector within Cemetery District

Meets: As needed

Patricia Agles, 5/15/2012 – 7/22/2018

Martha Waltz, 4/7/2015 – 8/13/2017

Rebecca Dusek-Pendergraph, 5/10/16 – 5/10/2020

Debra J. Coker, 07/09/2013 – 07/09/2017

Lynne Bradshaw, 2/3/2015 – 11/18/2016

YOUTH COMMISSION

ELEVEN VACANCIES

Clerk of the Board of Supervisors

915 8th St. Ste. 109

Marysville, CA 95901

(530) 749-7510

Appointees: 11 one year terms beginning July 1 and ending June 30. Each Board member appoints two District representatives, **initially one each to a one year and two year term.** Board Liaison appoints one at large member.

Qualifications: Yuba County Resident and/or Supervisorial District; at least 12 years of age entering the eighth (8th) through twelfth (12th) grade of school at the time of appointment; have an interest in the needs of young people in Yuba County.

Meets: Second and Fourth Monday of every month at 5:30 p.m. in Board Chambers at the Yuba County Government Center. The Youth Commission shall meet at least once a month except during the months of June through August.

John Nicoletti, Board Liaison

2 Vacancies -District Two

2 Vacancies -District Five

2 Vacancies -District Three

1 At-Large Representative

2 Vacancies -District Four

The County of Yuba

Community Development & Services Agency

Kevin Mallen, Director

Phone – (530) 749-5430 • Fax – (530) 749-5434
915 8th Street, Suite 123
Marysville, California 95901

www.co.yuba.ca.us



512-1216
(512-1216) Adopt... - 1 of 4

CODE ENFORCEMENT
749-5455 • Fax 749-5464


ENVIRONMENTAL HEALTH • CUPA
749-5450 • Fax 749-5454

PLANNING
749-5470 • Fax 749-5434

PUBLIC WORKS • SURVEYOR
749-5420 • Fax 749-5424

FINANCE AND ADMINISTRATION
749-5430 • Fax 749-5434

TO: Yuba County Board of Supervisors

FROM: Jennifer Vasquez, HHS Director
Kevin Mallen, CDSA Director 

DATE: December 6, 2016

SUBJECT: Authorize Placement of Modular Building at 14 Forward

RECOMMENDATION: It is recommended that the Board:

1. Adopt the attached resolution to accept a donation of a 24'x60' used commercial modular building from Ampla Health and authorize the Community Development and Services Agency Director to sign all documents, subject to Counsel review.
2. Approve expenses of up to \$30,000 to move the modular building on-site at 14Forward, including refurbishment of the building, utilities connections, grading, and fencing.

BACKGROUND: Yuba County owns real property located at 938 14th Street, Marysville, a portion of which is currently being used to provide temporary emergency shelter to Yuba County homeless residents, called 14 Forward. The property currently does not have indoor accessible and conditioned space to accommodate activities such as group or individual meetings, meals, or restrooms.

DISCUSSION: The County has a desire to provide conditioned indoor space for the users of 14 Forward. Ampla Health has reached out to the County with an offer to donate a double-wide modular building that is located in Gridley and is not in use. Locating such a building at 14 Forward will improve the functionality of the facility. Staff has estimated that the costs to relocate and building and integrate it into 14 Forward will cost approximately \$30,000 and will be covered through donations already received, and from Health Realignment.

COMMITTEE: The Human Services Committee was by-passed as this request will not impact County General Funds.

FISCAL IMPACT: Approval of this authorization will not impact County General Funds and will be covered by donations and Health Realignment funds.

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hereby: **BE IT FURTHER RESOLVED**, that the Yuba County Board of Supervisors, does

1. Approves the expenses not to exceed Thirty Thousand Dollars (\$30,000) to move the modular building from Gridley to on-site at 14 Forward, including the refurbishment of the building, utilities connection, grading, and fencing.

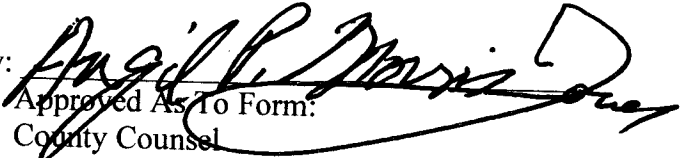
2. Authorizes the Yuba County Community Development and Services Agency Director, subject to County Counsel review, to take actions and execute documents as necessary to accept the donated modular building and transfer title to said building to the County, and perform all work as necessary to relocate, refurbish, and make operational said building.

PASSED AND ADOPTED this _____ day of _____, 2016, by the Board of Supervisors of the County of Yuba, by the following votes.

AYES:
NOES:
ABSENT:
ABSTAIN:

By: _____
Chair, Yuba County Board of Supervisors

By: _____
ATTEST:
Clerk of the Board of Supervisors

By: 
Approved As To Form:
County Counsel

The County of Yuba

OFFICE OF THE COUNTY ADMINISTRATOR

GOVERNMENT CENTER 915 8TH STREET, SUITE 115
MARYSVILLE, CALIFORNIA 95901-5273
(530) 749-7575 FAX (530) 749-7312



513-1216
ROBERT BENDORF

(513-1216) Adopt... - 1 of 14

DEPUTY COUNTY ADMINISTRATOR

RUSS BROWN
COMMUNICATIONS & LEGISLATIVE AFFAIRS
COORDINATOR

AMANDA NIX
EXECUTIVE ASSISTANT TO THE
COUNTY ADMINISTRATOR

Date: December 6, 2016
To: Board of Supervisors
From: Robert Bendorf, County Administrator
Dan Mierzwa, Treasurer-Tax Collector
C. Richard Eberle, Auditor-Controller
By: Grace Mull, Deputy County Administrator
Re: Yuba County Debt Management Policy

Handwritten signatures of Robert Bendorf, Dan Mierzwa, C. Richard Eberle, and Grace Mull are present next to their respective names in the distribution list.

RECOMMENDATION

Board of Supervisors adopt resolution approving County Debt Management Policy.

BACKGROUND/DISCUSSION

The Debt Management Policy serves as a tool in managing the County's financial affairs. The Policy is intended to assist the County in meeting the following objectives:

- Maintain a prudent balance of debt and equity in meeting long-term capital needs in the form of pay-as-you go financing.
- Maintain financial discipline, prudence and long term stability.
- Ensure the County's long-term ability to maintain an acceptable level of service to its citizens.
- Lower the cost of borrowing by maintaining high ratings and easy access to capital markets.
- Establish and periodically review policies, goals, and objectives and standards that will enable the County to maintain or improve its credit rating.
- Keep policy makers informed of the County's policies, goals, and standards with regard to the issuance of debt.
- Facilitate approval of debt issuance using predetermined, certain policies.
- Incorporate debt management practices into the County's planning and project management activities.
- Support decisions based upon sound financial and management practices; reduce political influence in the debt issuance process.

COMMITTEE

This item was not presented at Committee level.

FISCAL IMPACT

There is no fiscal impact associated with this item as it is administrative only.

BEFORE THE BOARD OF SUPERVISORS
OF THE COUNTY OF YUBA

IN RE:

RESOLUTION APPROVING COUNTY)
DEBT MANAGEMENT POLICY)

Resolution No. _____

WHEREAS, the Debt Management Policy serves as a tool in managing the county's financial affairs; and

WHEREAS, the County recognizes the importance of making an ongoing commitment to maintain the facilities and infrastructure necessary to provide public services; and

WHEREAS, the County does not intend to rely upon long-term debt to defer its current obligations and unduly burden future Board of Supervisors and tax payers with current County responsibilities; and

WHEREAS, notwithstanding these concerns, debt financing is a powerful and necessary tool for undertaking major capital projects that cannot be reasonably financed on a pay-as-you go basis; and

NOW THEREFORE, BE IT RESOLVED, that the Board of Supervisors hereby adopts the County Debt Service Policy in the form attached hereto as Exhibit A; and

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

AYES:

NOES:

ABSENT:

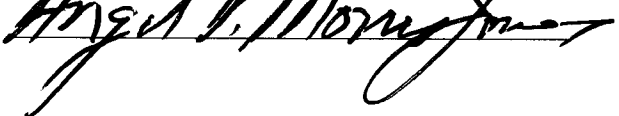
ABSTAIN:

By: _____
Roger Abe, Chairman

ATTEST: DONNA STOTTEMEYER
CLERK OF THE BOARD OF SUPERVISORS

APPROVED AS TO FORM:
ANGIL P. MORRIS-JONES
COUNTY COUNSEL

By: _____

By: 

YUBA COUNTY

DEBT MANAGEMENT POLICY



Prepared by the Yuba County Finance Committee
(The County Administrator's Office, the Treasurer/Tax Collector and the
Auditor/Controller)

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I. DEBT MANAGEMENT POLICY PURPOSE

The Yuba County Debt Management Policy serves as a tool in managing the County's financial affairs. The County recognizes the importance of making an ongoing commitment to maintain the facilities and infrastructure necessary to provide public services, but does not intend to rely upon long-term debt to defer its current obligations and unduly burden future Boards of Supervisors and tax payers with current County responsibilities. Notwithstanding these concerns, debt financing is a powerful and necessary tool for undertaking major capital projects that cannot be reasonably financed on a pay-as-you go basis.

This policy is intended to assist the County in meeting the following objectives.

- Maintain a prudent balance of debt and equity in meeting long-term capital needs in the form of pay-as-you go financing. Debt and equity balance will be considered when planning the use of debt financing to address facility needs and other public infrastructure, and will ensure against incurring a level of fixed debt obligation that denies an appropriate level of future operating flexibility.
- Maintain financial discipline, prudence and long term stability.
- Ensure the County's long-term ability to maintain an acceptable level of service to its citizenry.
- Lower the cost of borrowing by maintaining high ratings and easy access to capital markets.
- Establish and periodically review policies, goals, objectives and standards that will enable the County to maintain or improve its credit ratings.
- Keep policy makers informed on the County's policies, goals, and standards with regard to the issuance of debt.
- Facilitate approval of debt issuance using predetermined, certain policies.
- Incorporate debt management practices into the County's planning and project management activities.
- Support decisions based upon sound financial and management practices; reduce political influence in the debt issuance process.

II. SCOPE OF DEBT AND OTHER OBLIGATIONS GOVERNED BY THIS POLICY

This policy addresses a variety of long-term County obligations, such as, but not limited to:

- Voter approved bonds which impose or increase taxes or assessments;
- Lease revenue bonds and certificates of participation payable out of general resources; and
- Limited obligations payable out of project or system revenues or other restricted funds.

This policy includes all debt that must ultimately be approved by the Yuba County Board of Supervisors. This policy is not intended to address interfund borrowing; interagency borrowing; tobacco securitization; loans from the County Treasurer pursuant to the California State Constitution; or investment activities of the County Treasurer including, but not limited to reverse repurchase agreements and securities lending.

III. USES OF COUNTY DEBT

The appropriate purposes for which the County would consider debt financing are the following.

1. **Generational Equity:** Allows the cost of large capital investments to be spread appropriately between current taxpayers and service users, and future taxpayers and service users.
2. **Accelerating Highest Priority Projects:** Capital improvements that are deemed to be of such a high priority to the public safety and welfare of the County that the cost of construction delay far exceeds the interest expense of a debt financing. Debt financing will be considered for high priority capital projects where the total project cost significantly exceeds available funding from the annual operating budget.
3. **Self-Supporting Obligations:** Debt where the financed project pays for itself through increased revenues or through the reduction of other County expenditures.
4. **Leveraging Specific Revenues:** Debt that offsets a mismatch in the timing of revenues and expenditures.
5. **Economic Development:** Debt is appropriate when it provides a capital investment that generates the revenue necessary to support repayment, or when the County desires to allocate existing resources toward such development.

6. **Voter Approval:** Projects or debt obligations approved by the voters are deemed by virtue of such approval to be appropriate for debt financing.

IV. CAPITAL PLANNING POLICIES

The County will attempt to fund capital projects with grants, land use fees including impact fees, or other non-recurring resources. When such funds are insufficient the County will use appropriate special or enterprise revenues for capital projects that serve the purposes of such funds, or consider the development of new funding sources. If such funds are not available or practical, the County may consider the use of general revenues, operating surplus, and/or unrestricted fund balance or capital reserves to fund capital projects. The County may consider leveraging these resources with bonds or certificates of participation.

V. BALANCING DEBT WITH COUNTY EQUITY

The County will minimize debt by deferring capital projects and by dedicating a portion of its resources towards pay-as-you go capital investment. The County will continue to balance debt and equity by investing a portion of annual revenue in the capital program, providing for reserves and for depreciation. The County should avoid deferral of necessary capital improvements that result in greater costs associated with deferred maintenance or replacement.

VI. DEBT AFFORDABILITY TARGET LIMITATIONS

“Debt affordability” is considered in the policies established by the County, and financial and economic ratios recognized by rating agencies. Target ratios identified in this policy are guidelines and should be revisited as the County’s capital program and financial resources change.

The principal affordability measures will be the following.

1. ***As a percent of budget:*** Consistent with market practices this ratio will be calculated as a percent of General Fund revenue, as a percent of General Fund revenue less General Fund intergovernmental revenue, and as a percent of operating expenditures.
2. ***Tax rate threshold:*** The County recognizes taxpayer sensitivity to tax rates. The County’s Bond Screening Committee established in its “Rules and Procedures of the Assessment and Community Facilities Districts” limits for approving any such special district obligations where the aggregate tax would exceed 2% of assessed value. Bond issues achieving a level of community support sufficient to meet the 2/3rd majority vote will be deemed to be an exception to the guidelines for financial and economic measures.

3. **Rating agency ratios:** The rating agencies, bond insurance companies and institutional investor analysts commonly rely on certain ratios to measure a jurisdiction's debt load. In addition to the ratios of debt as a percent of revenues and expenditures, the rating agencies employ debt as a percent of assessed valuation; debt as a percent of personal income; and debt per capita.

These three ratios are not direct measures of issuer debt affordability, however they provide useful benchmarks by which the County can compare itself to its peers and affect the way bond market participants view the County. The County's goal is to maintain such measures at levels that are at or below the average of comparable counties. Moody's Investors Services publishes debt measures for California Counties, which will be utilized as a source document for comparison purposes.

The County may determine that a particular improvement is of such high necessity to ensure the safety and welfare of County residents that it must incur obligations in excess of these thresholds. To the extent such thresholds are ever exceeded for such purposes, it is the intention of the County to avoid future occurrences of debt or other fixed obligations until such thresholds are restored.

VII. DEBT ADMINISTRATION

Debt management will be the responsibility of the County Administrator (CAO) and the Treasurer Tax Collector as follows:

1. **Reviewing and Recommending Debt Financing – CAO & Treasurer.** The CAO and Treasurer Tax Collector will be responsible for reviewing, analyzing and recommending new issue debt financing when appropriate and consistent with these policies. The County's Finance Committee will review proposed County debt financing proposals and make recommendations to the CAO and Board of Supervisors.
2. **Leading the Process of Issuance – CAO, Treasurer and County Counsel.** Departments will work together to select financial advisors, underwriters, bond counsel, disclosure counsel and other members of a financing team. Officials will prepare bond documentation including official statements, and will review them for material errors or omissions before such documents can be deemed final.
3. **Fiscal Agent – Treasurer.** The Treasurer will be responsible for selecting trustees and other fiscal agents associated with bond and certificate of participation issues. To the extent permitted by bond counsel, the rating agencies or any bond insurer, the Treasurer will serve as the County's fiscal agent on its debt transactions.
4. **Continuing Annual Disclosure – Treasurer, Auditor/Controller, Facility Services & CAO.** The Securities and Exchange Commission ("SEC") requires that underwriters obtain promises in writing from municipal debt issuers to

provide specified financial and operating information on an annual basis. This promise for continuing annual disclosure is set forth in a separate agreement between the issuer and the underwriter who purchases the County's bonds. The County Administrator will oversee the preparation of annual disclosure reports as required under federal law and regulations, and consistent with the continuing disclosure agreement pertaining to that financing. Such reports will be reviewed in the manner of initial official statements. Under continuing disclosure requirements the County is obligated to provide ongoing disclosure of material events, including those that are specifically enumerated in the agreement.

5. **Arbitrage Administration – Treasurer.** The Treasurer is charged with responsibility for establishing and maintaining, either directly or through contract, a system of record keeping and reporting to meet the arbitrage rebate compliance requirements of the federal tax code. This effort includes tracking investment earnings on bond proceeds, calculating rebate payments in compliance with tax law, and remitting any rebate earnings to the federal government in a timely manner in order to preserve the tax-exempt status of the County's outstanding debt issues.
6. **Covenant Administration – County Administrator.** The County Administrator will establish and maintain a system for monitoring the various covenants and commitments established within the documentation of a bond issue, and ensuring that County staff or consultants take such actions as required to comply with the various covenants of a financing.
7. **Small Lease-Purchases – County Administrator.** No County Department, agency or sub-unit will enter into a lease-purchase contract, or incur some other form of indebtedness, of more than \$24,999 without the express approval of the Board of Supervisors.
8. **Investing Bond Proceeds – Treasurer.** The Treasurer is responsible for investing all bond or certificate of participation proceeds held by the County and directing the investment of all funds held by a trustee under an indenture or trust agreement. Investments will be consistent with those authorized by state and federal law.

VII. BOND RATINGS

The County intends to maintain its bond ratings at least at the current level, or higher. The only current rated obligations are various certificates of participation, secured by long-term County leases. These ratings are among the highest of all California counties. High bond ratings result in reduced borrowing costs as well as provide a level of independent validation of the County's financial management. Since credit rating agencies typically take into account the following four economic and financial measures when evaluating credit quality, the County will keenly consider the impact of future debt on these measures:

1. **Economy and Tax Base** – These factors include residential wealth and income, population, and major employers. Rating agencies' review assessed valuation, both as an indicator of the economy as well as a source of revenue, and taxable sales (particularly relevant for public safety revenue). These factors are the most difficult for the County to influence.
2. **Debt** – The various measures of indebtedness used by rating agencies have been discussed above. Rating agencies are increasingly reviewing debt management practices, and look favorably on the adoption of formal financial, budget and debt management policies and other management practices.
3. **Finances** – Fund balance and other measures of operating results, funded contingency reserves and cash balances are analyzed by rating agencies, both as measures of financial flexibility and as indicators of financial management and control.
4. **Management** – While always the most difficult quality to assess, ratings reflect the judgment of the credit rating agency as to the strength of a County's management team.

VII. LEASE OBLIGATIONS

Lease financing should be considered in the context of partnership and leveraging opportunities that involves other agencies or outside revenue sources. Situations may occur which require an additional level of analysis regarding the thresholds described above. There may be opportunities to convert existing lease payments made to private lessors, into lease-purchase payments for more permanent facilities (usually with an imbedded tax-exempt cost of funds). Under the latter mechanism, the County would gain a long-term equity interest in the property, owning it outright at the end of the lease term.

Long-term investments in **lease-purchased facilities** should be considered in lieu of short-term leases. Staff should conduct a risk assessment as to the long-term need for the facility; the probability that state and/or federal funding for facility costs will be available over the lease term; and a cost analysis of the relevant net costs to the County of alternative financing approaches.

X. DEBT STRUCTURE CONSIDERATIONS

1. **Rapidity of Debt Repayment.** Borrowing by the County should be of a duration that does not exceed the economic life of the improvement that it finances. The debt repayment term should be shorter than the improvements projected life in an effort to improve the County's credit profile through early retirement of debt, and to recapture debt capacity for future use. The County may choose to structure debt repayment on any particular transaction so as to consolidate or restructure existing obligations or to achieve other financial planning goals.

2. **Capitalized Interest.** The County may include within its borrowings additional funds to pay interest on the obligation during an initial period. Such capitalizing of interest will be most commonly used to secure lease obligations during the project construction period, as generally required under California law, or to secure an improved financing structure for strategic management of cash flow.
3. **Asset Transfers.** The County may choose to secure a lease revenue obligation, such as certificates of participation, by leasing an existing facility to its tax-exempt lessor and leasing it back to secure a transaction that will finance another county improvement. Such "asset transfers" can lower the cost of a financing by improving its credit quality and can eliminate the need for capitalized interest to lower the total size of a borrowing.
4. **Special Fund Financing.** Under California law certain funds dedicated to special or enterprise operations can be pledged to repay revenue bonds or certificates of participation. Such financing will be excluded from the calculations of debt capacity. The County Administrator will be responsible for determining that the use of such funds to secure bonds does not violate restrictions on such funds, and that underlying program commitments can be maintained in addition to meeting debt service obligations on debt secured by the restricted funds.
5. **Mello-Roos and Assessment Bonds.** The existing "Rules and Procedures of the Assessment and Community Facilities Districts Screening Committee" (adopted in January 1992) contain the County's policies in this area. The County Administrator will evaluate programs in light of the total tax rate burden described herein.
6. **Short-Term Financing.** The County will consider issuing Tax and Revenue Anticipation Notes for annual cash flow purposes or other short-term financing instruments to the extent such notes would reduce expenses, increase revenues and/or expedite the meeting of County goals.
7. **Variable Interest Rate Securities.** As an alternative to selling traditional fixed-rate lease revenue bonds or COPs, the County can sell obligations where the interest is periodically reset. Typically, the interest rate on these bonds would be re-set weekly, and the County would procure a liquidity instrument such as a letter of credit from a bank. The liquidity provided to investors by this structure can result in substantially lower interest rates. In exchange for the likelihood of lower payments, the County would accept the risk that interest rates could rise. Yuba County should consider the issuance of variable rate debt to the extent that it anticipates maintaining cash balances, which would serve as a natural hedge for variable interest rate risk. To the extent that interest rates rise, thereby increasing debt service on variable rate debt, interest earnings to the General Fund would rise as well. Conversely, the use of variable rate instruments as part of a debt portfolio helps manage investment earnings risk. Without such debt, when interest rates fall, a county must simply adjust to reduced interest revenues.

If a portion of debt were issued in variable rate mode, the reduction in interest income would be partially offset by a reduction in lease payments.

XI. METHOD OF SALE

There are generally three ways bonds can be sold, through a competitive, negotiated sale or a private placement. The following outlines the basis by which the County will determine the appropriate method of sale for a given financing.

1. **Competitive Process.** With a competitive sale, any interested underwriter is invited to submit a proposal to purchase an issue of bonds. The bonds are awarded to the underwriter(s) presenting the best bid according to stipulated criteria set forth in the notice of sale. The County, as a matter of policy, will seek to issue its debt obligations through a competitive process unless it is determined in consultation with the Treasurer/Tax Collector that such a sale method will not produce the best results for the County. This type of sale process is also significantly more likely to give the County higher market exposure which creates an awareness of County credit that increases market interest in future debt issues of the County.
2. **Negotiated Sale.** Under this method of sale, securities are sold through an exclusive arrangement between the issuer and an underwriting syndicate. At the end of successful negotiations, the issue is awarded to the underwriters. Negotiated underwriting may be considered if it fits one or more of the following criteria: extremely small issue size; complex financing structure or nature of the project being financed (i.e., variable rate financing, new derivatives and certain revenues issues, etc); compromised credit quality of the County or the issue; other issue or market factors which lead the CAO and Treasurer to conclude that a competitive sale would not be effective. When determined appropriate by the CAO and Treasurer, and approved by the Board, the county may elect to sell its debt obligations through a negotiated sale.
3. **Private Placement.** When determined appropriate, usually in the case of a very small issue, the County may elect to sell its debt obligations through a private placement or limited public offering. Selection of a lender or placement agent will be made pursuant to selection procedures developed by the CAO and Treasurer.

XII. REFUNDING OF COUNTY INDEBTEDNESS

The County Administrator's Office will monitor the County's existing indebtedness and will initiate the refunding of such obligations if it would generate a reasonable level of savings. The following guidelines will be used in determining whether a refunding would be appropriate.

- **Debt Service Savings – Advance Refunding.** The County may issue advance refunding bonds (as defined by federal tax law) when advantageous, legally permissible, financially prudent, and net present value savings, expressed as a percentage of the par amount of the refunded bonds, equal or exceed 5 percent. The County Administrator's Office can approve a lower savings threshold to the extent that such a threshold is appropriate given the specific conditions of the proposed refunding.
- **Debt Service Savings – Current Refunding.** The County may issue current refunding bonds (as defined by federal tax law) when advantageous, legally permissible, and financially prudent, and net present value savings equal or exceed 3 percent of the outstanding amount of refunded bonds.

XIII. FINANCINGS TAKEN ON BEHALF OF OTHER PARTIES

From time-to-time private entities may request that the County issue debt that meets a shared, private-public objective. While these policies do not attempt to comprehensively address such financing, the following policy considerations are noted.

The County has established a Bond Screening Committee to consider requests by developers or other property owners to create special benefit assessment and Mello-Roos special tax districts to assist in financing the infrastructure requirements of new development. This committee recently updated its Rules and Procedures. Those procedures are generally consistent with the policies articulated herein, and that document and these debt policies should be considered as complementary documents.

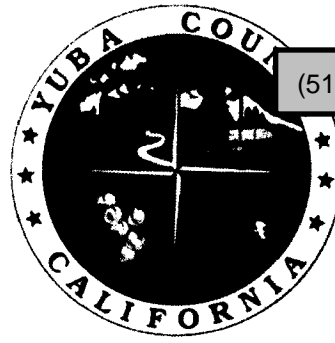
Under the federal tax code, local agencies such as counties can sell tax-exempt bonds on behalf of certain private activities, such as small industrial development projects, private solid waste operations and low-income housing. Because of complexities in state law, counties rarely serve as issuers of such "conduit obligations"; they are more typically issued by the state or by joint-powers authorities. From time-to-time the County may be asked to conduct a public hearing for such transactions, as required of a local agency by the federal tax code. (Hearings referred to as a "TEFRA" hearing, after the name of the federal legislation that introduced this requirement, the "Tax Equity and Fiscal Reform Act.") The County review will focus on matters of County concern such as the public policy goals of the project and land use, and to ensure that there are no conflicts with County policies or goals. The County recognizes that such financing, if issued by a non-county agency, will not be deemed by any market participant to be County debt.

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The County of Yuba

OFFICE OF THE COUNTY ADMINISTRATOR

GOVERNMENT CENTER 915 8TH STREET, SUITE 115
MARYSVILLE, CALIFORNIA 95901-5273
(530) 749-7575 FAX (530) 749-7312



514-1216

ROBERT BENDORF

(514-1216) Appro... - 1 of 10

DEPUTY COUNTY ADMINISTRATOR

RUSS BROWN

COMMUNICATIONS & LEGISLATIVE AFFAIRS
COORDINATOR

AMANDA NIX

EXECUTIVE ASSISTANT TO THE
COUNTY ADMINISTRATOR

Date: December 6, 2016
To: Board of Supervisors
From: Robert Bendorf, County Administrator *RB/gm*
By: Grace Mull, Deputy County Administrator
Subject: Request to Amend 2008 Agreement Concerning Levee Impact Fees and 2014 Funding Agreement Related to Yuba Levee Financing Authority Bonds

RECOMMENDATION

Approve amendment to the 2008 Agreement Concerning Levee Impact Fees and 2014 Funding Agreement related to Yuba Levee Financing Authority Bonds and authorize County Administrator to execute amendment.

BACKGROUND/DISCUSSION

The purpose of this amendment is to recognize the refinancing of the 2008 Yuba Levee Financing Authority Levee Bonds, Series A and Series B through the Yuba Levee Financing Authority Refunding Revenue Bonds Series 2016A and Series 2016B. All other terms remain the same.

The Yuba County Water Agency approved this amendment at its November 8, 2016 meeting.

COMMITTEE ACTION

Due to time constraints, this item was not heard at Committee.

FISCAL IMPACT

There is no fiscal impact associated with this request as it is an administrative action only.

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**ADDENDUM TO 2008 AGREEMENT CONCERNING LEVEE IMPACT FEES
AND 2014 FUNDING AGREEMENT RELATING TO
YUBA LEVEE FINANCING AUTHORITY BONDS**

THIS ADDENDUM is made by and between Yuba County Water Agency, a local government agency ("Agency"), County of Yuba, a general law county ("County"), and Yuba Levee Financing Authority, a joint powers agency ("Authority"), who agree as follows:

1. Recitals. This Addendum is made with reference to the following background recitals:

1.1. In 2008, County and Agency formed the Yuba Levee Financing Authority and the Authority issued its Yuba Levee Financing Authority Revenue Bonds, 2008 Series A in the aggregate principal amount of \$64,175,000 and its Yuba Levee Financing Authority Taxable Revenue Bonds in the aggregate principal amount of \$14,195,000 (collectively the "2008 Bonds") to fund certain Feather River levee and other flood control improvements.

1.2. County has levied and collects a levee impact fee (the "Fee") on new construction and development within the Plumas Lake Specific Plan area and other areas protected by the Feather River levee improvements. As part of the 2008 Bonds financing, the parties approved the Agreement Concerning Levee Impact Fees Among County of Yuba, Yuba County Water Agency, and Yuba Levee Financing Authority dated July 22, 2008 (the "Fee Agreement"), which governs and restricts County use of Fee revenue and changes to the Fee. The Fee Agreement applies to the "Joint Financing," which is defined in the Fee Agreement as the 2008 Bonds financing.

1.3. In 2014, because Fee revenue was insufficient to fund County's share of the debt service on the 2008 Bonds, the parties approved the Funding Agreement Relating to Yuba Levee Financing Authority Bonds dated October 30, 2014 (the "Funding Agreement") by which the Agency agreed to temporarily pay County's share of the 2008 Bonds debt service. The "Funding Agreement" applies to the Lease Agreement between the Authority and County dated September 1, 2008.

1.4. The Authority, in coordination with County and Agency, now is refinancing the 2008 Bonds financing through the Yuba Levee Financing Authority Refunding Revenue Bonds, Series 2016A and Yuba Levee Financing Authority Taxable Refunding Revenue Bonds, Series 2016B.

1.5. The County and Agency intend that the obligations, rights and responsibilities under the Fee Agreement and Funding Agreement will continue to apply in the same manner after the Authority refinancing.

2. Continuing Applicability of Earlier Agreements. The Fee Agreement and Funding Agreement will continue to apply after the Authority approval and issuance of its Refunding Revenue Bonds, Series 2016A and Taxable Refunding Revenue Bonds, Series 2016B and the refunding of the 2008 Bonds. The "Joint Financing" as referred to in the Fee Agreement will mean the 2016 joint refinancing and refunding. The "Lease Agreement" as

referred to in the Funding Agreement will mean the Lease Agreement dated as of December 1, 2016 by and between the Authority and County.

YUBA COUNTY WATER AGENCY

COUNTY OF YUBA

Date: _____, 2016

Date: _____, 2016

By: _____

Curt Aikens
General Manager

By: _____

Robert Bendorf
County Administrative Officer

Attest:

Attest:

Jeanene Upton
Assistant Secretary

Donna Stottlemeyer
Clerk of the Board of Supervisors

YUBA LEVEE FINANCE AUTHORITY

Date: _____, 2016

APPROVED AS TO FORM

ANGIL P. MORRIS-JONES

By: _____

Robert Bendorf
Executive Director

COUNTY COUNSEL

BY: 

Attest:

Donna Stottlemeyer
Board Secretary

FUNDING AGREEMENT RELATING TO YUBA LEVEE FINANCING AUTHORITY BONDS

THIS AGREEMENT is made by and between Yuba County Water Agency, a local government agency ("**Agency**"), County of Yuba, a general law county ("**County**"), and Yuba Levee Financing Authority, a joint powers authority ("**Authority**"), who agree as follows:

1. Recitals. This Agreement is made with reference to the following background recitals:

1.1. The Three Rivers Levee Improvement Authority, in coordination with County, Agency and Authority, constructed the Feather River Levee Improvements Project (the "**Project**"), which was completed in 2009. The Project has been a successful and important flood control improvement that protects the Plumas Lake Specific Plan area and other lands and residents in south Yuba County.

1.2. In 2008, County was pursuing local funding to be used as a local match in order to secure a state funding grant for Project construction costs. County had planned to rely on advance funding from certain landowners and developers; however, because of the recession that advance funding was insufficient.

1.3. County and Agency then formed the Authority in order to participate in a consolidated joint financing to borrow \$46,600,000 (net proceeds) to satisfy the remaining local match need. In 2008, the Authority issued its Yuba Levee Financing Authority Revenue Bonds, 2008 Series A in the aggregate principal amount of \$64,175,000 and its Yuba Levee Financing Authority Taxable Revenue Bonds in the aggregate principal amount of \$14,195,000 (collectively the "**Bonds**").

1.4. In 2008, County and Agency each agreed to pay 50% of the debt service on the Bonds. The County debt service obligation is reflected and memorialized in the Lease Agreement between the Authority and County dated September 1, 2008 (the "**Lease Agreement**"). The County lease payment schedule under the Lease Agreement is attached as Exhibit A. The Agency debt service obligation is reflected and memorialized in the Installment Sale Agreement between the Authority and Agency dated September 1, 2008 (the "**Installment Sale Agreement**").

1.5. County has levied and collects a levee impact fee (the "**Fee**") on new construction and development within the Plumas Lake Specific Plan area and other areas protected by the Project levees. As part of the 2008 financing, the parties approved the Agreement Concerning Levee Impact Fees Among County of Yuba, Yuba County Water Agency, and Yuba Levee Financing Authority dated July 22, 2008 (the "**Fee Agreement**"), which governs and restricts County use of Fee revenue and changes to the Fee.

1.6. County had anticipated that the Fee revenue would be sufficient to fund its share of the debt service on the Bonds (following the exhaustion of the interest account funded by Bonds). However, because of the long recession and ongoing recovery from it, building and

construction in the Plumas Lake Specific Plan Area has not resumed to such a degree as to generate sufficient Fee revenue to cover County's share of the debt service.

1.7. County therefore has requested Agency to pay lease payments required by County under the Lease Agreement to the extent not funded by Fee revenue. In consideration for County's ongoing efforts to improve flood protection and public safety in south Yuba County, Agency agrees that, beginning with the Lease Agreement lease payment due on August 15, 2015 and continuing for a period of five years (subject to a potential extension), it will pay the lease payments to the extent not covered by the Fees, on and subject to the terms of this Agreement.

2. Temporary Debt Service Payments by Agency. County will pay to the Authority, from available Fees, not later than each February 1 and August 1, amounts to be credited to lease payments payable under the Lease Agreement. To the extent Fee revenue is not available to cover County lease payments, Agency agrees to pay all lease payments required to be paid by County to Authority under the Lease Agreement for the period from August 15, 2015 through and including the lease payment due on February 15, 2020. Agency agrees that it will pay, not later than each February 10 and August 10, all remaining required lease payments described in Exhibit A (net of lease payments by County from available Fees). Agency will make lease payments from available revenues and funds. Agency makes no pledge under this Agreement and its obligation is an unsecured obligation.

3. Repayment from Fee Revenue. The parties agree that moneys expended by Agency to cover County lease payments under section 2 will be reimbursed to Agency over time from Fee revenue collected by County over the course of the development and buildout of the Plumas Lake Specific Plan Area and other areas protected by the Project levees.

4. Allocation of Fee Revenue. County will continue to levy, collect, allocate and use the Fee in accordance with the Fee Agreement. Commencing with the first lease payment by Agency under section 2 and continuing until all lease payments under section 2 have been reimbursed to Agency with interest from Fee revenue, Fee Agreement section 3.2.4 is modified to change 50% to 100%, so the provision would read:

"3.2.4. Fourth, after satisfying the obligations described in sections 3.2.1, 3.2.2 and 3.2.3, the Authority shall transmit 100% of all Levee Fee revenue remaining after the foregoing priorities to YCWA or to a third party in accordance with written instructions provided by YCWA, not to exceed the amount necessary to fully fund amounts described in the third succeeding sentence. The Authority shall transmit the funds to YCWA (or as instructed by it) on at least an annual basis. In addition, the Authority shall provide to YCWA and the County a quarterly accounting and statement of the receipt and use of Levee Fees in that quarter. If YCWA pays Joint Financing principal and interest from revenues or funds other than the Levee Fees, then YCWA still shall be entitled to receive its share of the Levee Fees under this section until it is fully reimbursed for (a) all Joint Financing principal and interest paid by YCWA, and (b) all interest it would have otherwise earned on its funds used to pay Joint Financing principal and interest pursuant to section 5.1 (based upon the reinvestment rate, from time to time, for YCWA general funds)."

This provision will revert to 50% when and after the amount of Agency lease payments under section 2 has been fully reimbursed with interest from Fee revenue.

5. Extension of Temporary Debt Service Payments. No later than July 1, 2019 , and every five years thereafter until full payment of the Lease Agreement debt service obligation, the parties will meet to (a) evaluate the status of development and buildout of the Plumas Lake Specific Plan Area and other areas protected by the Project levees, the amount of Fee revenue collections by County from 2014 through early 2020, the forecast for Fee revenue and other County revenue and funds to be available for future Lease Agreement payments, and the Agency's financial situation, and (b) discuss and negotiate in good faith regarding the potential of the extension of the Agency temporary debt service payment obligation under section 2. If the parties agree to an extension, the extension will be memorialized by an amendment to this Agreement, which will require the approval of the governing board of each party prior to the termination of this agreement as reflected in Section 6.

6. Termination. Agency's obligation to pay the Lease Agreement lease payments expires on February 16, 2020 (unless extended under section 5). County's and Authority's Fee-related obligations under this Agreement will continue until Agency lease payments made under section 2 have been fully reimbursed with interest from Fee revenue.

7. General Provisions.

7.1. 2008 Agreements. Nothing in this Agreement amends the Lease Agreement, Installment Purchase Agreement or other 2008 Bonds-related agreements and covenants, except for the amendment of Fee Agreement section 3.2.4 as provided above.

7.2. Entire Agreement. The parties intend this document to be the sole, final, complete, exclusive and integrated expression and statement of the terms of their contract concerning the subject matter of this document. This Agreement supersedes all prior oral or written negotiations, representations, contracts or other documents that may be related to the subject matter of this Agreement, except those other documents that may be expressly referenced in this Agreement.

7.3. Construction and Interpretation. The parties agree and acknowledge that this Agreement has been arrived at through negotiation, and that each party has had a full and fair opportunity to revise the terms of this Agreement. Consequently, the normal rule of construction that any ambiguities are to be resolved against the drafting party will not apply in construing or interpreting this Agreement.


7.4. Assignees. No party may assign, delegate, transfer or subcontract any of its rights, duties, obligations or other interests in this Agreement without the other party's prior written consent. Any assignment, delegation, transfer or subcontract in violation of this provision is null and void and grounds for the other party to terminate this Agreement.

7.5. No Third Party Beneficiaries. This Agreement does not create and should not be construed to create any third party beneficiaries. This Agreement is for the sole benefit of the parties and no other person or entity is entitled to rely upon or receive any benefit from this Agreement or any of its terms.


7.6. Amendment. This Agreement may be modified or amended only by a later writing approved by the governing board of each party and signed by an authorized representative of each party.

YUBA COUNTY WATER AGENCY

Date: _____, 2014

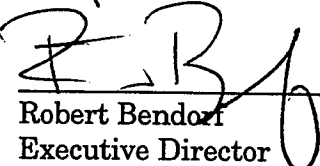
By: 
Curt Aikens
General Manager

Attest:

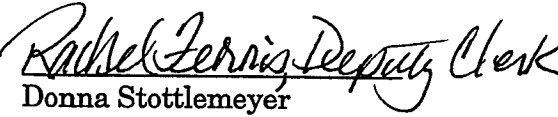

Jeanene Upton
Assistant Secretary

YUBA LEVEE FINANCE
AUTHORITY

Date: 11/10, 2014

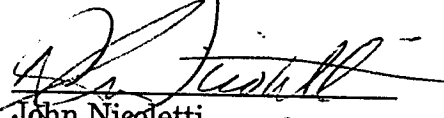
By: 
Robert Bendorf
Executive Director

Attest:

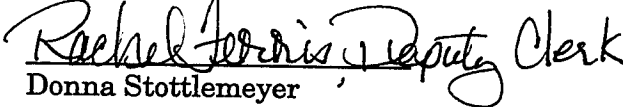

Donna Stottlemeyer
Board Secretary

COUNTY OF YUBA

Date: 10-28, 2014

By: 
John Nicoletti
Chairman

Attest:


Donna Stottlemeyer
Clerk of the Board of Supervisors

Approved as to form:

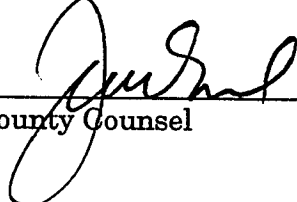

County Counsel

EXHIBIT A

AMOUNTS TO BE FUNDED

| <u>Lease Payment Date</u> | <u>Principal Component</u> | <u>Interest Component</u> | <u>Total Lease Payment</u> |
|-----------------------------------|--------------------------------|-------------------------------|------------------------------------|
| 2/15/15 | — | 1,011,895.63 | 1,011,895.63 |
| 8/15/15 | — | 1,011,895.63 | 1,011,895.63 |
| 2/15/16 | — | 1,011,895.63 | 1,011,895.63 |
| 8/15/16 | — | 1,011,895.63 | 1,011,895.63 |
| 2/15/17 | — | 1,011,895.63 | 1,011,895.63 |
| 8/15/17 | — | 1,011,895.63 | 1,011,895.63 |
| 2/15/18 | — | 1,011,895.63 | 1,011,895.63 |
| 8/15/18 | — | 1,011,895.63 | 1,011,895.63 |
| 2/15/19 | — | 1,011,895.63 | 1,011,895.63 |
| 8/15/19 | \$1,122,500 | 1,011,895.63 | 2,134,395.63 |
| 2/15/20 | — | 977,659.38 | 977,659.38 |
| 8/15/20 | 1,190,000 | 977,659.38 | 2,167,659.38 |
| 2/15/21 | — | 940,471.88 | 940,471.88 |
| 8/15/21 | 1,265,000 | 940,471.88 | 2,205,471.88 |
| 2/15/22 | — | 900,150.00 | 900,150.00 |
| 8/15/22 | 1,347,500 | 900,150.00 | 2,247,650.00 |
| 2/15/23 | — | 856,356.25 | 856,356.25 |
| 8/15/23 | 1,435,000 | 856,356.25 | 2,291,356.25 |
| 2/15/24 | — | 809,718.75 | 809,718.75 |
| 8/15/24 | 1,527,500 | 809,718.75 | 2,337,218.75 |
| 2/15/25 | — | 767,975.00 | 767,975.00 |
| 8/15/25 | 1,617,500 | 767,975.00 | 2,385,475.00 |
| 2/15/26 | — | 730,570.32 | 730,570.32 |
| 8/15/26 | 1,692,500 | 730,570.32 | 2,423,070.32 |
| 2/15/27 | — | 691,431.25 | 691,431.25 |
| 8/15/27 | 1,770,000 | 691,431.25 | 2,461,431.25 |
| 2/15/28 | — | 649,393.75 | 649,393.75 |
| 8/15/28 | 1,855,000 | 649,393.75 | 2,504,393.75 |
| 2/15/29 | — | 605,337.50 | 605,337.50 |
| 8/15/29 | 1,942,500 | 605,337.50 | 2,547,837.50 |
| 2/15/30 | — | 557,953.13 | 557,953.13 |
| 8/15/30 | 2,037,500 | 557,953.13 | 2,595,453.13 |
| 2/15/31 | — | 509,562.50 | 509,562.50 |
| 8/15/31 | 2,135,000 | 509,562.50 | 2,644,562.50 |
| 2/15/32 | — | 456,187.50 | 456,187.50 |
| 8/15/32 | 2,242,500 | 456,187.50 | 2,698,687.50 |
| 2/15/33 | — | 400,125.00 | 400,125.00 |
| 8/15/33 | 2,352,500 | 400,125.00 | 2,752,625.00 |
| 2/15/34 | — | 341,312.50 | 341,312.50 |
| 8/15/34 | 2,470,000 | 341,312.50 | 2,811,312.50 |
| 2/15/35 | — | 279,562.50 | 279,562.50 |
| 8/15/35 | 2,595,000 | 279,562.50 | 2,874,562.50 |
| 2/15/36 | — | 214,687.50 | 214,687.50 |

| | | | |
|---------|-----------|------------|--------------|
| 8/15/36 | 2,725,000 | 214,687.50 | 2,939,687.50 |
| 2/15/37 | — | 146,562.50 | 146,562.50 |
| 8/15/37 | 2,860,000 | 146,562.50 | 3,006,562.50 |
| 2/15/38 | — | 75,062.50 | 75,062.50 |
| 8/15/38 | 3,002,500 | 75,062.50 | 3,077,562.50 |

The foregoing instrument is a Correct Copy
of the original on file in this office

ATTEST: DONNA STOTTLEMEYER
Clerk of the Board of Supervisors of the
County of Yuba, State of California

By Rachel Jervis, Deputy Clerk
Date: Nov 10, 2014

The County of Yuba

HEALTH & HUMAN SERVICES DEPARTMENT

Jennifer Vasquez, Director

5730 Packard Ave., Suite 100, P.O. Box 2320, Marysville, California 95901
Phone: (530) 749-6311 FAX: (530) 749-6281



515-1216
(515-1216) Adopt... - 1 of 10

Nichole Quick, MD, MPH
Health Officer
Phone: (530) 749-6366

TO: Board of Supervisors
Yuba County

FROM: Jennifer Vasquez, Director
Homer Rice, MPH, PhD, Health Administrator
Health & Human Services Department

DATE: December 6, 2016

SUBJECT: Resolution Ratifying Transfers of Environmental Health and Sanitation Functions, Programs and Services, Authorizing Environmental Health to Continue Administering Services, and Authorizing the Director of the Environmental Health Department to Serve as the Director of Environmental Health

RECOMMENDATION: It is recommended that the Board of Supervisors ratify all previous transfers of environmental health and sanitation functions, programs, and services from the Health and Human Services Department, Public Health Division (HHSD), to the Community Development and Services Agency, Environmental Health Department (CDSA), authorize CDSA to continue to administer the agreed upon services and authorize the Director of the Environmental Health Department to serve as the Director of Environmental Health.

BACKGROUND: The Health and Safety Code Section 101275, et seq. allows comprehensive environmental health programs that are normally the responsibility of the county health department to be transferred to and administered by a comprehensive environmental health agency. In 1983 the Yuba County Board of Supervisors transferred the function of providing environmental health and sanitation services and programs from Public Health to the Environmental Health Department. The Public Health Officer has on occasion delegated the transfer of various environmental health and sanitation functions to the Environmental Health Department.

DISCUSSION: HHSD and CDSA have entered into a Memorandum of Understanding (MOU). All environmental health functions, programs and services previously transferred from HHSD to the Environmental Health Department or to the Director of the Environmental Health Department should be ratified and should continue to be administered by the Environmental Health Department as outlined in the MOU (see attached).

COMMITTEE: The Human Services Committee was bypassed as this request will not impact County General Funds.

FISCAL IMPACT: Approval of this request will not impact County general funds.

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

RESOLUTION RATIFYING ALL)
 PREVIOUS TRANSFERS OF)
 ENVIRONMENTAL HEALTH AND)
 SANITATION FUNCTIONS,)
 PROGRAMS, AND SERVICES FROM)
 THE HEALTH AND HUMAN SERVICES)
 DEPARTMENT TO THE COMMUNITY)
 DEVELOPMENT AND SERVICES)
 AGENCY, ENVIRONMENTAL HEALTH)
 DEPARTMENT (CDSA), AUTHORIZING)
 CDSA TO CONTINUE TO ADMINISTER)
 THE AGREED UPON SERVICES, AND)
 AUTHORIZING THE DIRECTOR OF)
 THE ENVIRONMENTAL HEALTH)
 DEPARTMENT TO SERVE AS THE)
 DIRECTOR OF ENVIRONMENTAL)
 HEALTH)

RESOLUTION NO. _____

WHEREAS, Health and Safety Code Section 101275, et seq. allows comprehensive environmental health programs that are normally the responsibility of the county health department to be transferred to and administered by a comprehensive environmental health agency; and

WHEREAS, in 1983 the Yuba County Board of Supervisors authorized the creation of a comprehensive Environmental Health Department and transferred the function of providing environmental health and sanitation services and programs from Public Health to the Environmental Health Department; and

WHEREAS, at the time of transfer the Environmental Health Department was a comprehensive environmental health agency within the meaning of the California Code of Regulations, Title 17, Section 1351 and 1353; and

WHEREAS, in 2006 the Yuba County Board of Supervisors authorized the consolidation of multiple departments into the Community Development and Services Agency which includes the Planning Department, the Building Department, the Public Works Department and the Environmental Health Department; and

WHEREAS, from time to time the Public Health Officer has delegated the transfer of various additional environmental health and sanitation functions, services, and programs from the Health and Human Services Department to the Environmental Health Department; and

WHEREAS, the Environmental Health Department met and continues to meet the requirements of California Code of regulations, Title 17, Section 1355, requiring there be a full-time director of environmental health who possesses a valid Certificate of Registration as an Environmental Health Specialist and who is responsible for the administration of environmental health and sanitation services and programs; and

WHEREAS, the Director of the Environmental Health Department serves as the Director of Environmental Health for the purposes of meeting the requirements of California Code of Regulations, Title 17, Section 1355.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of the County of Yuba as follows:

1. All Environmental Health functions, programs and services previously transferred from the Health and Human Services Department to the Environmental Health Department or to the Director of Environmental Health are ratified and shall continue to be administered by the Environmental Health Department as outlined in the approved Memorandum of Understanding (MOU) between the Health and Human Services Department and the Community Development and Services Department.

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2. The Director of the Environmental Health Department shall serve as the Director of Environmental Health, with the responsibility for carrying out those duties of that position as established by State law.

PASSED AND ADOPTED at a regular meeting of the Board of Supervisors of the County of Yuba, State of California on the _____ day of _____, 2016 by the following vote:

AYES:

NOES:

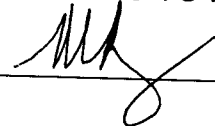
ABSENT:

ABSTAIN:

Chair

ATTEST: DONNA STOTTLEMEYER
CLERK OF THE BOARD OF SUPERVISORS

ANGIL P. MORRIS-JONES
YUBA COUNTY COUNSEL
APPROVED AS TO FORM:



**MEMORANDUM OF UNDERSTANDING
BETWEEN
YUBA COUNTY HEALTH AND HUMAN SERVICES DEPARTMENT
AND
YUBA COUNTY COMMUNITY DEVELOPMENT AND SERVICES AGENCY
FOR ENVIRONMENTAL HEALTH SERVICES**

This Memorandum of Understanding (hereafter "MOU") is made and entered into by and between the Yuba County Health and Human Services Department, Public Health Division (hereafter "HHSD") and the Yuba County Community Development and Services Agency, Environmental Health Department (hereafter "CDSA"), both subdivisions of the County of Yuba, in order to provide for the continuity and coordination of services between Public Health and Environmental Health.

RECITALS

WHEREAS,

- a. Both CDSA and HHSD are departments of the County of Yuba and are overseen by the Yuba County Board of Supervisors; and
- b. HHSD is tasked by law to provide certain Health and Safety services best provided by CDSA; and
- c. CDSA has the responsibility, experience and expertise to provide these services; and
- d. HHSD agrees to reimburse CDSA a portion of CDSA's operating costs for providing certain HHSD services;

THEREFORE, HHSD and CDSA hereto mutually agree as follows:

1. TERM

This MOU shall be effective July 1, 2016, and shall remain in full force and effect through June 30, 2019, unless sooner terminated under Provision 5.2 of this MOU.

2. DESIGNATED REPRESENTATIVES

The Director of Yuba County Health and Human Services Department is the authorized representative for HHSD. The Director of Yuba County Community Development and Services Agency is the authorized representative for CDSA.

3. DUTIES AND RESPONSIBILITIES

- a. CDSA will be responsible for those duties designated as Environmental Health and Sanitation services as set forth in Title 17, Section 1276 of the California Code of Regulations and as designated in the California Health and Safety Code and Exhibit A of this document.
- b. CDSA will ensure a full-time Director of Environmental Health, responsible for the administration of environmental health and sanitation services and programs, possesses a valid Certificate of Registration as an Environmental Health Specialist pursuant to California Code of Regulations, Title 17, §1355.
- c. CDSA and HHSD will share information and correspondence relevant to areas of mutual concern, including but not limited to; communicable diseases and conditions of environmental origin, childhood lead exposure, water contamination, waste water spills, rabies and zoonotic diseases, arbovirus reports, toxic materials that may impact the health of the public, laboratory reports of contaminated food or water, and any other information impacting the health of the public.
- d. For food and waterborne disease, staff of CDSA will take the initial report and conduct preliminary and follow up field investigation. CDSA will notify the Health Officer of such reports by emailing publichealth@co.yuba.ca.us within 24 hours of the report. HHSD will coordinate epidemiological follow up as necessary with staff from both agencies. CDSA will give priority to requests from the Health Officer for assistance in field investigations.
- e. HHSD will notify CDSA of any disease reports that may be of environmental origin. CDSA will follow up as requested with environmental surveys of facilities to determine potential sources of illness and to provide education. Facilities in question may include, but are not limited to, day care centers/homes, schools, congregate living facilities or institutions.
- f. CDSA will receive the initial notification of animal bites from Yuba County Sheriff's Department, Animal Care Services. CDSA will coordinate with Animal Care Services in accordance with the Yuba County Sheriff's Department Rabies Control MOU on all possible human exposures to potentially rabid animals. CDSA will contact those exposed to a potentially rabid animal for investigation, risk assessment and education purposes. Quarantine or testing of animals will be done in accordance with the guidelines in the California Department of Public Health publication, "Investigation, Management and Prevention of Animal Bites." CDSA will notify victims of the status of animals at the end of the quarantine period. Recommendations for post exposure prophylaxis will be made in consultation with HHSD. CDSA will maintain follow up documentation on all human

exposures and animal quarantine and report to HHSD quarterly on the number of exposures and outcomes.

- g. CDSA will enter communicable disease and animal bites into the California disease tracking database, CalREDIE. HHSD will provide training for staff in access and use of the system.
- h. In the event of a disaster or emergency declared by the Board of Supervisors, CDSA will give priority to responding to requests from HHSD.
- i. HHSD and CDSA will cooperate to update plans, policies, and procedures to address public and environmental health functions of the Medical and Health Operational Area Coordinator (MHOAC) Program.
- j. CDSA staff will maintain the appropriate training and credentials for emergency responses.
- k. CDSA will provide an environmental health assessment of pre-identified emergency shelter sites. CDSA will develop or identify a method for conducting surveillance at shelters in coordination with HHSD to include both established "sanctioned" and ad-hoc shelters to identify cases of illness, injury & exposure within mass care populations during an emergency.

4. FISCAL PROVISIONS

- a. HHSD will compensate CDSA for services provided by CDSA in an amount not to exceed One Hundred Sixty Thousand Dollars (\$160,000.00) for FY2016-2017.
- b. CDSA will prepare and submit a journal of the appropriate charges to HHSD on a quarterly basis for reimbursement.
- c. The CDSA Director agrees to meet with the HHSD Director prior to the beginning of each fiscal year to discuss the upcoming budget and potential changes in cost or service levels from the prior fiscal year.

5. GENERAL PROVISIONS

- a. This MOU may be amended only by the written, mutual consent of both parties.
- b. The MOU may be terminated by either party, with or without cause, upon 30 (thirty) days written notice to the other party.

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6. NOTICES.

Any notice required or permitted to be given under this MOU shall be in writing and shall be by mail or personal service upon the other party. Notices shall be addressed as follows:

If to HHSD:

Health and Human Services Department
Jennifer Vasquez, Director
5730 Packard Avenue, Suite 100
P.O. Box 2320
Marysville, CA 95901

With a copy to:

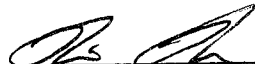
County Counsel
County of Yuba
915 8th Street, Suite 111
Marysville, CA 95901

If to CDSA:

Community Development and Services Agency
Kevin Mallen, Director
915 8th Street, Suite 119
Marysville, CA 95901

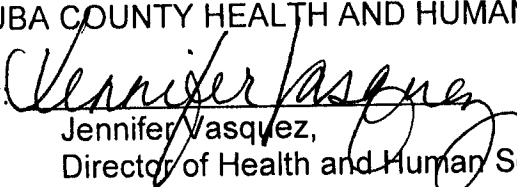
IN WITNESS WHEREOF, this MOU has been executed as follows:

YUBA COUNTY COMMUNITY DEVELOPMENT AND SERVICES AGENCY

By: 
Kevin Mallen,
Director of Community Development
and Services Agency

On: 11-2-16
(Date)

YUBA COUNTY HEALTH AND HUMAN SERVICES DEPARTMENT

By: 
Jennifer Vasquez,
Director of Health and Human Services

On: 11/7/16
(Date)

APPROVED AS TO FORM:

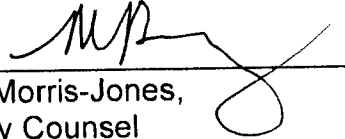

Angil Morris-Jones,
County Counsel

Exhibit A**Local Health Officer (LHO) Statutory Duties Transferred from the
Health and Human Services Department, Public Health Division,
to Community Development and Services Agency,
Environmental Health Department**

1. Control, contain and remediate sites identified by law enforcement personnel as having been potential methamphetamine laboratories. Pursuant to Chapter 6.9.1, Section 25400.17(b) of the California Health and Safety Code (H&S) the Yuba County Health Officer has delegated authority for the regulatory oversight of these contaminated properties to the Certified Unified Program Agency (CUPA), within the Yuba County Environmental Health Department (YCEHD).
 - a. The Yuba County CUPA has developed a written plan (Plan for the Assessment and Remediation of Properties Contaminated by Methamphetamine Laboratory Activities) for the remediation of the methamphetamine laboratory sites H&S §25400.35.
 - b. On notification by law enforcement, determine whether laboratories producing analogs of methamphetamine pose an immediate threat to public health and safety, and if so, take corrective action pursuant to H&S §11642 (Currently does not include fentanyl or phencyclidine).
2. Investigate health and sanitary conditions in every county jail and every other publicly operated detention facility in the County, at least annually pursuant to H&S §101045 (no private work furlough facilities are known to exist in the County at this time).
3. Receive and respond to reports of sewage spills and post areas potentially impacted by raw sewage and require responsible parties to take corrective action pursuant to H&S §115880 (public beaches are not regulated except swimming lakes and beaches associated with organized camps).
 - a. Notify the public and post impacted waterways where sewage has discharged to water pursuant to Water Code §13271.
4. Regulate the use of equipment for cleaning septic tanks, chemical toilets, cesspools or sewage seepage pits pursuant to H&S §117400.
5. The Environmental Health Department has been certified as the Local Primacy Agency (LPA) to enforce legal requirements for small public water systems and report on compliance pursuant to H&S §116340 (b).
 - a. Receive reports and oversee corrective actions for rises in bacterial count or other regulated substances in water of public water systems pursuant to H&S §116450.

6. The CUPA, with assistance from the Department of Toxic Substances Control (DTSC), issues orders to property owners where hazardous substances spills have occurred and require responsible parties to take corrective action pursuant to H&S §25359.5.
 - a. Receive and investigate reports of improper disposal of hazardous waste, and where verified, require the responsible party to take corrective action pursuant to H&S 25180.5.
7. Receive and investigate reports of food-borne illness in coordination with the Public Health Division pursuant to H&S §113949.
8. Receive and review plans for construction of swimming pools pursuant to H&S §116038.
 - a. Enforce building standards and other regulations pertaining to public swimming pools pursuant to H&S §116053.
9. Order abatement of contaminated water pursuant to H&S §5412.
10. Receive and investigate reports of recalled meat products pursuant to H&S §110806.
11. Enforce legal requirements are met by persons intending to use previously inactive water well pursuant to H&S §115700.
12. Conduct annual inspections of tattoo parlors pursuant to H&S §119304.
13. Enforce building standards related to organized camps pursuant to H&S §18897.4.
14. Regulate materials that require special handling that when removed from a major appliance constitute a hazardous waste under the Certified Appliance Recycler (CAR) rules pursuant to H&S §25212.
15. Approve and regulate operations of garbage dumps (landfills), closed, illegal or abandoned landfills, and the operation of green waste and Collection & Disposal facilities pursuant to H&S §6512.
16. Order the abatement and oversee corrective action of contamination caused by use of recycled water pursuant to Water Code §13522.
17. Coordinate and assist the California Department of Food and Agriculture in enforcing the sale and/or disposal of milk and dairy products pursuant to Food & Agriculture §35928.

The County of Yuba

(516-1216) Adopt... - 1 of 14

HEALTH & HUMAN SERVICES DEPARTMENT



Jennifer Vasquez, Director

5730 Packard Ave., Suite 100, P.O. Box 2320, Marysville, California 95901
Phone: (530) 749-6311 FAX: (530) 749-6281



Nichole Quick, MD, MPH
Health Officer
Phone: (530) 749-6366

TO: Board of Supervisors
Yuba County

FROM: Jennifer Vasquez, Director 
Tracy Bryan, Program Manager 
Health & Human Services Department

DATE: December 6, 2016

SUBJECT: Resolution of the Board Authorizing Amendments and Changes to the Non-Paid Work Experience Work Site Agreement for CalWORKs Program

RECOMMENDATION: It is recommended that the Board of Supervisors approve the Resolution of the Board authorizing amendments and changes to the Non-Paid Work Experience Work Site Agreement for the California Work Opportunity and Responsibility to Kids Program (CalWORKs).

BACKGROUND: On April 25, 2006, in Board Resolution Number 2006-49, the Board of Supervisors approved the use of the revised CalWORKs Non-Paid Work Site Agreement template in the form attached and incorporated therein by reference. The Resolution allowed the County to enter into multiple contracts with various public and private entities to provide on-site training to CalWORKs participants.

DISCUSSION: Recent changes in the regulations governing the CalWORKs Program required the Non-Paid Work Site Agreement template be revised to reflect those changes. Approval of this Resolution will authorize the County to use the revised template for the CalWORKs Non-Paid Work Site Agreement in the form attached hereto.

COMMITTEE: The Human Services Committee was bypassed as there is no impact to any other department.

FISCAL IMPACT: Approval of this Resolution will not impact the County General Fund.

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

RESOLUTION AUTHORIZING)
AMENDMENTS AND CHANGES TO THE)
CALWORKS PROGRAM WORK) **RESOLUTION NO. _____**
EXPERIENCE AGREEMENTS WITH)
WORK SITE CONTRACTORS)
_____)

WHEREAS, on September 21, 1999, the Yuba County Board of Supervisors passed and adopted Resolution Number 1999-157, authorizing the Yuba County Health and Human Services Department to execute, on behalf of the County of Yuba, Non-Paid Work Experience Work Site Agreements; and

WHEREAS, on April 25, 2006, the Yuba County Board of Supervisors passed and adopted Resolution Number 2006-49, authorizing amendments and changes to the Non-Paid Work Experience Work Site Agreement template; and

WHEREAS, recent changes in the regulations governing the CalWORKs Program require that the Non-Paid Work Site Agreement be revised to reflect those changes.

NOW, THEREFORE, BE IT RESOLVED, that this Resolution hereby repeals and replaces Resolution Number 2006-49.

BE IT FURTHER RESOLVED, The Yuba County Board of Supervisors hereby authorizes the Director of the Health and Human Services Department, or its designee, to execute, on behalf of the County of Yuba, Non-Paid Work Site Agreements in the form attached hereto and incorporated herein by this reference.

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This Resolution shall remain in effect until replaced or until the work experience component of the CalWORKs Program is repealed, whichever is the first to occur.

PASSED AND ADOPTED at a regular meeting of the Board of Supervisors of the County of Yuba, State of California on the _____ day of _____, 2016 by the following vote:

AYES:

NOES:


ABSENT:

ABSTAIN:

Chair

ATTEST: DONNA STOTTLEMEYER
CLERK OF THE BOARD OF SUPERVISORS

ANGIL P. MORRIS-JONES
YUBA COUNTY COUNSEL
APPROVED AS TO FORM:



**California Work Opportunity
And
Responsibility to Kids Program
(CalWORKs)**

Non-Paid Work Experience

Work Site Agreement

This agreement is entered into between the County of Yuba ("COUNTY"), a political subdivision of the State of California, on behalf of its Health and Human Services Department, and _____ (hereinafter "CONTRACTOR"), a ☐ public entity ☐ private non-profit entity ☐ private for profit entity on the _____ day of _____.

WHEREAS, pursuant to the CalWORKs Program, codified in Division 9, Part 3, Chapter 2 commencing with Section 11200, of the California Welfare and Institutions Code, COUNTY is required to provide employment and training to qualified participants in the CalWORKs program; and

WHEREAS, the Yuba County Health and Human Services Department, through its Employment Services, is assigned the responsibility of administering the CalWORKs Program on behalf of the COUNTY; and

WHEREAS, CONTRACTOR has available a work site and is willing to make that work site available so that participants in the CalWORKs Program can obtain work experience.

NOW, THEREFORE, COUNTY and CONTRACTOR agree to the following:

1. CONTRACTOR shall provide supervised work as a training element for work experience participants referred to the CONTRACTOR by COUNTY.
2. CONTRACTOR shall use participants in positions to supplement its workforce. CONTRACTOR understands that under no circumstances shall a CalWORKs participant supplant regular employees of CONTRACTOR, pursuant to Welfare and Institutions Code Section 11324.6, which states a work experience position may not be created as a result of, and may not result in any of the following:
 - a. Displacement or partial displacement of CONTRACTOR'S current employees, including, but not limited to, a reduction in hours on non-overtime and overtime work, wages or employment benefits.
 - b. The filling of positions which would otherwise be promotional opportunities for CONTRACTOR'S current employees, except when positions are to be filled through an open process in which CalWORKs participants are provided equal opportunity to compete.
 - c. The filling of a position, prior to compliance with applicable personnel procedures or provisions of collective bargaining agreements.

- d. The filling of established unfilled public agency positions, unless the positions are unfunded in a public agency budget.
 - e. The filling of a position created by termination in work force, caused by the CONTRACTOR'S intent to fill the position pursuant to the CalWORKs Program.
 - f. A strike, lockout, or other bona fide labor dispute, or violation of any existing collective bargaining agreement between CONTRACTOR and CONTRACTOR'S employees.
 - g. The filling of a work assignment customarily performed by a worker in a job classification with a recognized collective bargaining unit in that specific work site, or the filling of a work assignment in any bargaining unit in which funded positions are vacant or in which regular employees are on layoff.
 - h. The termination of contract services, prior to its expiration date, that results in the displacement or partial displacement of workers performing contracted services, caused by the CONTRACTOR'S intent to fill the position with a subsidized position pursuant to the CalWORKs Program.
 - i. The denial to a CalWORKs participant of protections afforded other workers on the work site by the state and federal laws governing workplace health, safety, and representation.
3. CONTRACTOR understands that the California Department of Social Services Manual of Policies and Procedures (MPP) Section 42-720.4 provides that a specific grievance process shall be used to resolve the complaints of regular employees or their representatives who believe the assignment of a CalWORKs participant to work experience violates any of the displacement provisions set forth in Section 2.

CONTRACTOR shall:

- a. Notify the appropriate labor union of the use of a CalWORKs participant by the CONTRACTOR; and
 - b. Notify non-union employees of the use of a CalWORKs participant by the CONTRACTOR and the availability of the grievance process by the display of the Notice to Employee (Exhibit A) at CONTRACTOR'S work site, provided no CalWORKs participant is identified in said display.
4. All displacement complaints shall be in written form and shall include the full name, address (if any) and the telephone number (if any) of the alleged displaced employee, the full name of the employer against whom the complaint is filed, a clear and concise statement of the facts concerning the alleged displacement, including pertinent dates, and a statement that the complaint has been signed under penalty of perjury. The grievance procedure required by the Manual of Policies and Procedures is attached hereto and incorporated herein by this reference as Exhibit B.

5. Both parties agree CONTRACTOR is under no obligation to compensate the CalWORKs participant for work performed.
6. CONTRACTOR understands that Workers' Compensation Insurance coverage shall be provided by the State of California under the current state contract. CONTRACTOR shall immediately notify COUNTY if the CalWORKs participant incurs an injury while participating in the program so COUNTY can file appropriate Workers' Compensation Claim Forms in a timely manner.
7. When a CalWORKs participant is assigned to work at CONTRACTOR'S work site, CONTRACTOR shall provide each participant with the following:
 - a. Orientation to the work site (i.e. conditions of work, employer expectations, etc.)
 - b. Reasonable and proper supervision and instructions regarding duties and work activity.
 - c. Safety instructions and equipment necessary for protection against injury and damage in accordance with OSHA Guidelines.
 - d. The same working conditions as CONTRACTOR'S current employees, such as coffee breaks and lunch breaks.
8. CONTRACTOR agrees:
 - a. To report the CalWORKs participant's attendance and information relating to performance as may be required by COUNTY in a timely manner. CONTRACTOR understands that the CalWORKs participant may not participate in the work activity more than the number of hours per week authorized by the COUNTY. The duration of the assignment shall not exceed 12 months, unless COUNTY and the CalWORKs participant agree to this extension.
 - b. To inform and to consider the CalWORKs participant for any job opening occurring at the work site and to provide the participant with the opportunity to participate in classified service examinations equivalent to the training position the participant occupies.
 - c. To utilize the CalWORKs participant to perform duties at the training level.
9. COUNTY has the right to observe and monitor all conditions and activities involved in the performance of this agreement.
10. Both parties understand that CONTRACTOR is not an agent of the COUNTY. Except as COUNTY may specify in writing, CONTRACTOR shall have no authority, expressed or implied, to act on behalf of COUNTY in any capacity whatsoever as an agent. CONTRACTOR shall have no authority, expressed or implied to bind COUNTY to any obligation whatsoever.

11. CONTRACTOR may not assign or subcontract any right or obligation pursuant to the Agreement. Any attempt or purported assignment of any right or obligation pursuant to this Agreement shall be void and of no legal effect.
12. COUNTY shall have the right to control CONTRACTOR only insofar as the results of CONTRACTOR's services rendered pursuant to this Agreement. COUNTY shall not have the right to control the means by which CONTRACTOR accomplishes services rendered pursuant to this Agreement.
13. CONTRACTOR, shall defend, and hold harmless, COUNTY, its elected and appointed councils, boards, commissions, officers, agents and employees from any liability for damage or claims for damage for personal injury, including death as well as for property damage, which may arise from intentional or negligent acts or omissions of CONTRACTOR in the performance of services rendered under this Agreement by CONTRACTOR, or any of CONTRACTOR's officers, agents, employees, contractors, or subcontractors, including CalWORKs participants.
14. COUNTY shall defend, indemnify, and hold harmless CONTRACTOR, its officers, agents, and employees from liability for damage or claims for damage for personal injury, including death as well as for property damage, which may arise from the intentional or negligent acts or omissions of the COUNTY in the performance of services under this Agreement by COUNTY, or any COUNTY's elected and appointed councils, board, commissions, officers, agents, or employees; however, it is expressly understood that CalWORKs participants are not agents, officers or employees of the COUNTY.
15. No modifications of the terms of this Agreement shall be valid or binding unless made in writing and signed by the parties hereto. There are no oral understandings or agreements between the parties that have not been incorporated herein.
16. An agreement specific to the training to be provided and the duration thereof for each CalWORKs work site will be incorporated onto this agreement as an attachment and become a part hereof.
17. Either party may terminate this Agreement upon ten calendar days prior written notice to the other party. In addition, COUNTY may immediately terminate this Agreement upon violation of the Agreement by CONTRACTOR.
18. CONTRACTOR shall not unlawfully discriminate against any employee of the CONTRACTOR, including CalWORKs participants, or applicants for employment or for services or against any member of the public because of race, religion, color, natural origin, ancestry, physical handicap, medical condition, marital status, age, or sex. CONTRACTOR shall comply with the provision of the Fair Employment and Housing Act (Government Code Section 12900, et seq.). The applicable regulations of the Fair Employment Housing Commission implementing Government Code Section 12900, set forth in Chapter 5, Division 4 of Title 2 of the California Code of Regulations and incorporated into this agreement by the reference and made part hereof as if set forth in full. CONTRACTOR shall also abide by the Federal Civil Rights Act of 1964 and all

amendments thereto, and all administrative rules and regulations issued to said Act.

19. In addition to application of the non-discrimination provision of this Agreement, above, CONTRACTOR agrees to comply with all provisions of Section 405, et seq. of the Rehabilitation Act of 1973, and with all provisions of the Americans with Disabilities Act of 1990, and all amendments thereto, and all administrative rules and regulations issued pursuant to said Acts, pertaining to the prohibition of discrimination against qualified handicapped and disabled persons, in all programs or activities, as to employees or recipients of services.

20. CONTRACTOR warrants that it is knowledgeable of the provisions of Government Code section 8350 et seq. in matters relating to providing a drug-free work place. CONTRACTOR agrees that CONTRACTOR will execute appropriate certifications relating to Drug Free Workplace.

IN WITNESS WHEREOF, the parties have executed this Agreement the date first above written.

COUNTY OF YUBA

CONTRACTOR

(Signature) (Date)

(Signature) (Date)

(Printed Name) (Title)

(Printed Name) (Title)

APPROVED AS TO FORM:
COUNTY COUNSEL



Angil P. Morris-Jones
County Counsel

INSURANCE PROVISIONS APPROVED:



Jill Abel,
Human Resources Director and Risk Manager

VENDOR ASSURANCE OF COMPLIANCE WITH
THE YUBA COUNTY
WELFARE DEPARTMENT
NONDISCRIMINATION IN STATE
AND FEDERALLY ASSISTED PROGRAMS

(516-1216) Adopt... - 10 of 14

NAME OF VENDOR/RECIPIENT _____

HEREBY AGREES THAT it will comply with Title VI and VII of the Civil Rights Act of 1964 as amended; Section 504 of the Rehabilitation Act of 1973 as amended; the Age Discrimination Act of 1975 as amended; the Food Stamp Act of 1977, as amended and in particular section 272.6; Title II of the Americans with Disabilities Act of 1990; California Civil Code Section 51 et seq., as amended; California Government Code section 11135-11139.5, as amended; California Government Code section 12940 (c), (h) (1), (i), and (j); California Government Code section 4450; Title 22, California Code of Regulations section 98000 – 98413; Title 24 of the California Code of Regulations, Section 3105A(e); the Dymally-Alatorre Bilingual Services Act (California Government Code Section 7290-7299.8); Section 1808 of the Removal of Barriers to Interethnic Adoption Act of 1996; and other applicable federal and state laws, as well as their implementing regulations [including 45 Code of Federal Regulations (CFR) Parts 80, 84, and 91, 7 CFR Part 15, and 28 CFR Part 42], by ensuring that employment practices and the administration of public assistance and social services programs are nondiscriminatory, to the effect that no person shall because of ethnic group identification, age, sex, color, disability, medical condition, national origin, race, ancestry, marital status, religion, religious creed or political belief be excluded from participation in or be denied the benefits of, or be otherwise subject to discrimination under any program or activity receiving federal or state financial assistance; and HEREBY GIVE ASSURANCE THAT it will immediately take any measures necessary to effectuate this agreement.

THIS ASSURANCE is given in consideration of and for the purpose of obtaining any and all federal and state assistance; and THE VENDOR/RECIPIENT HEREBY GIVES ASSURANCE THAT administrative methods/procedures which have the effect of subjecting individuals to discrimination or defeating the objectives of the California Department of Social Services (CDSS) Manual of Policies and Procedures (MPP) Chapter 21, will be prohibited.

BY ACCEPTING THIS ASSURANCE, the vendor/recipient agrees to compile data, maintain records and submit reports as required, to permit effective enforcement of the aforementioned laws, rules and regulations and permit authorized CDSS and/or federal government personnel, during normal working hours, to review such records, books and accounts as needed to ascertain compliance. If there are any violations of this assurance, CDSS shall have the right to invoke fiscal sanctions or other legal remedies in accordance with Welfare and Institutions Code section 10605, or Government Code section 11135-11139.5, or any other laws, or the issue may be referred to the appropriate federal agency for further compliance action and enforcement of this assurance.

THIS ASSURANCE is binding on the vendor/recipient directly or through contract, license, or other provider services, as long as it receives federal or state assistance.

Date

Authorized Signature

Address of vendor/recipient

(08/13/01)

CR50-Vendor Assurance of Compliance

NOTICE TO EMPLOYEES

Your employer has included CalWORKs work experience program participants in the work force at this location. State law prohibits employers from using CalWORKs participants in a way that will cause other employees to lose their jobs, be laid off, or to have work hours reduced, including overtime hours currently being worked. An employer cannot place CalWORKs participants into jobs which would otherwise be promotional opportunities for existing employees, or into vacant positions which are not newly created jobs. Finally an employer must not violate any personnel rules when including a CalWORKs participant in his or her work force.

If you believe your employer has violated any rules disclosed above and this has led to a problem with your job, you may file a complaint with the county. The county will work with your employer to try to resolve the problem. If the problem cannot be worked out, you may request a hearing with the state.

A complaint against your employer must be in writing and contain the following information:

- Your full name and address (if you have one), and your telephone number (if you have one);
- The full name and address of your employer;
- A clear and brief statement of the facts, including important dates, which have led you to file this complaint;
- A statement that this complaint has been filed under penalty of perjury.

Send your complaints to this address:

YUBA COUNTY HEALTH & HUMAN SERVICES DEPARTMENT
EMPLOYMENT SERVICES
CalWORKs WORKSITE COORDINATOR
P.O. BOX 2320
MARYSVILLE, CA 95901

EMPLOYEE DISPLACEMENT GRIEVANCE PROCESS

The following grievance process shall be used to resolve the complaints of regular employees or their representatives who believe the assignment of a CalWORKs participant for work experience violates any of the displacement provisions set forth in Section 2.

1. INFORMAL RESOLUTION

- A. Upon receipt of a written complaint by the employee or employee's representative, COUNTY shall contact both the complainant and the employer and attempt to informally resolve the complaint. This period of informal resolution shall commence on the date the complaint is received by COUNTY and shall not exceed ten calendar days. However, nothing shall prohibit an informal resolution of the complaint during this grievance process.
- B. Following its efforts to informally resolve the complaint, COUNTY shall send a letter informing the complainant of the following:
 - The employer's response to the complaint, including any actions the employer is willing to take toward informal resolution;
 - The right to request a formal hearing if the complainant is dissatisfied with the employer's informal response;
 - The procedures for filing a formal hearing, including the address to which a request for hearing should be sent; and
 - The time limit for filing a request for formal hearing.

2. FORMAL HEARING

If the complaint cannot be informally resolved, the complainant may request a formal hearing by filing a written request no later than ten calendar days following the employee's receipt of the letter from COUNTY. The date postmarked on this request shall be considered the date of its filing. Formal hearings shall be conducted by the California Department of Social Services (CDSS), State Hearings Division in accordance with the CDSS MPP, Division 22. The following is an overview of the formal hearing process.

- A. CDSS shall inform all parties in writing of the date, time and location of the hearing.
 - 1) Upon the request of any party to the complaint, a hearing may be postponed for good cause prior to or at the hearing. CDSS shall have the authority to request verification to support the request for postponement. The criteria for good cause includes, but is not limited to, the following:
 - Death in the family
 - Personal illness or injury

- Sudden and unexpected emergencies which prevent the complainant or the employer (or their respective authorized representatives) from appearing
 - A conflicting court appearance which can not be postponed
- B. Attendance at the hearing is ordinarily limited to complainant, COUNTY representative, employer, legal counsel authorized, authorized interpreter, authorized representatives and witnesses relevant to the issue. Other persons may attend if the complainant agrees to or requests their presence and the Administrative Law Judge (ALJ) determines that their presence will not be adverse to the hearing.
- 1) An authorized representative is an individual or organization that has been authorized by the complainant or affected employer to act on their behalf in any and all aspects of the formal hearing. An authorized representative may include legal counsel, a relative, friend or other spokesperson.
- C. The hearing shall be conducted in an impartial manner and recorded. The issues at the hearing shall be limited to those issues which are reasonably related to the request for hearing.
- D. The rights of each party to the complaint shall include the right to:
- Examine witnesses and conduct cross-examination
 - Introduce exhibits
 - Bring witnesses
 - Examine all documents
 - Make oral or written argument

All testimony given at the formal hearing shall be submitted under oath, affirmation, or penalty of perjury. Any party who wishes to submit a document into evidence shall provide a copy of the document to the other party free of charge.

- E. A written hearing decision shall be issued within 90 calendar days of the date the complaint was received by CDSS. Copies of the written decision shall be sent to all affected parties. When the hearing decision upholds the displacement complaint, the decision shall:
- Require termination of the assignment which brought the complaint and any other assignments which have caused the displacement of regular employees.
 - Identify those actions which shall be taken to remedy the displacement.

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The County of Yuba



517-1216

(517-1216) Adopt... - 1 of 4

315 8 STREET, STE 113
MARYSVILLE, CA 95901

(530) 749-7860 • PHONE
(530) 749-7864 • FAX

HUMAN RESOURCES and ORGANIZATIONAL SERVICES

JILL ABEL, HUMAN RESOURCES DIRECTOR

TO: Board of Supervisors
FROM: Jill Abel, Human Resources Director
Doug McCoy, Director of Administrative Services
DATE: December 6, 2016
SUBJECT: Amend the County's Basic Salary Schedule & Department Allocation Schedule

RECOMMENDATION

Adopt the resolutions to amend the Classification System – Basic Salary/Hourly Schedule and the Department Allocation Schedule as it relates to the Administration Services Department.

DISCUSSION

The Administrative Services Department would like to change its vacant Administrative Technician position to a new classification of Buyer I/II. The Buyer I/II would be flexibly staffed position that would perform a variety of logistical assistance to the Department's purchasing, surplus and fleet functions. By changing the classification the County would be clearly targeting applicants with an interest in the field of work related to purchasing

COMMITTEE

The Finance and Administration Committee approved the item for Consent on November 15, 2016.

FISCAL IMPACT

The fiscal impact for the 2016/2017 fiscal year is estimated to be a savings of \$7,400. The actual fiscal impact is unknown since the salaries will be dependent on the selected candidate.

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

RESOLUTION AMENDING THE
CLASSIFICATION SYSTEM –
BASIC SALARY SCHEDULE

RESOLUTION NO. _____

BE IT RESOLVED that the Classification System – Basic Salary/Hourly Schedule is amended as follows effective December 1, 2016.

ADD:

| Code | Classification | Unit | BASE: STEP A | HOURLY | OT Code | WC Code |
|--------|----------------|------|-----------------|---------|------------|---------|
| BUYR-1 | Buyer I | 4 | \$3,449 | \$19.10 | N | 9410 |
| BUYR-2 | Buyer II | 4 | \$3,767 | \$21.73 | N | 9410 |

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: 

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

RESOLUTION AMENDING THE)
DEPARTMENTAL POSITION)
ALLOCATION SCHEDULE)
_____)

RESOLUTION NO. _____

BE IT RESOLVED that the Departmental Position Allocation Schedule as it relates to the following department(s) is amended effective December 1, 2016 as follows:

ADD:

| DEPARTMENT | CLASSIFICATION | # OF POSITIONS |
|-------------------------|----------------|----------------|
| Administrative Services | Buyer I/I | 1 |

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:

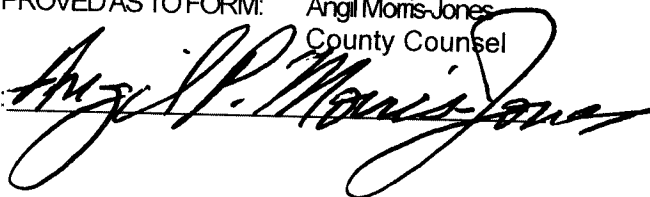
CHAIRMAN

ATTEST: Donna Stottmeyer
Clerk of the Board

APPROVED AS TO FORM: Angil Morris Jones
County Counsel

By: _____

By: _____



The County of Yuba

HUMAN RESOURCES and ORGANIZATIONAL SERVICES

JILL ABEL, HUMAN RESOURCES DIRECTOR



518-1216

(518-1216) Adopt... - 1 of 4

915 8TH STREET, STE 113
MARYSVILLE, CA 95901

(530) 749-7860 • PHONE
(530) 749-7864 • FAX

TO: Board of Supervisors
FROM: Jill Abel, Human Resources Director
Bruce Stottlemeyer, Assessor *BS*
DATE: December 6, 2016
SUBJECT: Amend the County's Basic Salary Schedule & Department Allocation Schedule

RECOMMENDATION

Adopt the resolutions to amend the Classification System – Basic Salary/Hourly Schedule and the Department Allocation Schedule as it relates to the Assessor's Office.

DISCUSSION

Recently an outside consultant conducted a countywide workforce analysis in relation to the County's succession plan. Following the conclusion of the study, the Assessor's Office evaluated its current organizational structure, operational needs and strategic succession plan. It was determined there was a need to reconfigure the Office to allow internal staff development and succession opportunities.

Currently the Office is comprised of 17 allocated positions, with the majority directly supervised by the Assistant Assessor. The Office has dedicated half of its positions to performing field work and the other half to technical and administrative office support work. Adding a supervisory position for office staff would provide additional oversight and focus to staff development while providing internal advancement for succession planning. Thus, it is recommended that the Board establish the new classification of Assessment Supervisor.

COMMITTEE

The Finance and Administration Committee approved the item for Consent on November 15, 2016.

FISCAL IMPACT

The fiscal impact for the 2016/2017 fiscal year is estimated to be \$11,500. The actual fiscal impact is unknown since the salaries will be dependent on the selected internal candidates.

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

RESOLUTION AMENDING THE)
DEPARTMENTAL POSITION)
ALLOCATION SCHEDULE)
_____)

RESOLUTION NO. _____

BE IT RESOLVED that the Departmental Position Allocation Schedule as it relates to the following department(s) is amended effective December 1, 2016 as follows:

ADD:

| DEPARTMENT | CLASSIFICATION | # OF POSITIONS |
|------------|-----------------------|----------------|
| Assessor | Assessment Supervisor | 1 |

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: Courtney C. Allen

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

RESOLUTION AMENDING THE)
CLASSIFICATION SYSTEM -)
BASIC SALARY SCHEDULE)
_____)

RESOLUTION NO. _____

BE IT RESOLVED that the Classification System – Basic Salary/Hourly Schedule is amended as follows effective December 1, 2016.

ADD:

| Code | Classification | Unit | BASE: STEP A | HOURLY | OT Code | WC Code |
|------|-----------------------|------|-----------------|--------|------------|---------|
| ASUP | Assessment Supervisor | 5 | \$3,883 | 22.40 | N | 8810.1 |

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: Courtney [Signature]



Administrative Services Memorandum

To: Board of Supervisors
CC: Robert Bendorf, County Administrator
From: Doug McCoy, Director, Administrative Services *DM*
Date: December 6, 2016
Re: MOU with LAFCo

Recommendation

The Board of Supervisors approves the attached MOU between the County of Yuba and Yuba County LAFCo for LAFCo to relocate to space in the Yuba County Government Center; and to authorize the Chair to execute same.

Background

Yuba County LAFCo has been leasing space in the Marysville City Hall. They wish to find other space, so we have found space that will work for them here in the Yuba County Government Center in space adjacent to Code Enforcement.

Discussion

We have identified this space is the CDSA area that will meet LAFCos needs for work and file space, and we have mutually agreed on a rental rate for this space.

Committee Action

Due to the routine nature of this action, we have brought it directly to your Board for review and consideration.

Fiscal Impact

LAFCo has agreed to a monthly rent of \$353.25 which will go to the General Fund.

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Memorandum of Understanding

THIS Memorandum of Understanding (MOU), made on the ____ day of _____, 2016, by and between the COUNTY OF YUBA, a political subdivision of the State of California (hereinafter referred to as "Lessor") and LOCAL AGENCY FORMATION COMMISSION (LAFCo), a Commission governed by the Cortese-Knox-Hertzberg Local Government Reorganization Act of 2000, Sections 56000 et seq. of the California Government Code, as amended (hereinafter referred to as "Lessee").

Recitals:

1. DESCRIPTION OF PREMISES. Lessor does hereby agree to lease to Lessee, and Lessee does hereby rent and accept from Lessor, for the consideration and subject to all of the terms and conditions hereinafter set forth, the premises ("Premises") described as a private office, a file area, and surrounding common space totaling an estimated 245 square feet in the Yuba County Government Center facility at 915 8th Street in Marysville, CA. (see attachment A)

2. TERM. The term of the MOU shall be for five (5) years commencing on the fifteenth (15th) day of December 2016 (Effective Date) and terminating on the 31st day of December, 2021. Lessee shall have the first right to negotiate to obtain a new lease for the Premises upon expiration of the term. The terms of any new lease and the rent to be paid thereunder, are subject to negotiation between the Lessor and Lessee.

3. RENT.

A. Base Rent. Monthly MOU base rent during the term of this Lease Agreement shall be for the sum of THREE HUNDRED FIFTY THREE AND 25/100 DOLLARS (\$353.25). Base rent shall be pro-rated for any partial month. This rate is comprised of the following components:

- \$179.18 per month for building use
- \$69.86 for utilities

- \$53.97 for building maintenance
- And \$50.24 for custodial services

B. Discretionary and other expenses. All costs for information technology (i.e. network connection fee, requests for service, Lessee's share of the Microsoft Enterprise Agreement, etc.) will be direct billed to Lessee by Yuba County Information Technology Department. Other office discretionary expenses such as postage, copier expense, etc. will be direct billed at actual cost to lessee by the Yuba County Administrative Services. Any special building maintenance services requests will be billed to Lessee at the rate published in the County's Master Fee Ordinance.

C. Rent Adjustments. Rates shall be unchanged for the first two years of the agreement, and shall only apply to the building use and the utility numbers defined in Section 3.A. Base Rent. Effective July 1st of 2019, and each subsequent July 1st thereafter, a new annual rent shall be determined based upon the following adjustment:

(1) For the purpose of this adjustment, the basic index to be used for adjusting the rent shall be the Consumer Price Index (CPI) for Urban Wage Earners and Clerical Workers U.S. City Average published by the U.S. Department of Labor, Bureau of Labor Statistics (BLS), and in effect as of April 1 prior to the July 1 adjustment date in 2019 and each year thereafter.

(2) Effective July 1st of 2019 and each subsequent July 1 thereafter the annual rate for building use and utilities shall be increased by the then current basic index (CPI) as defined by the BLS.

(3) In the event that the basic index (CPI) decreases to a point of reflecting a negative figure for that year, the rental rate shall not change.

(4) If the foregoing index is no longer available, then a comparable economic indicator shall be used to determine the annual rent adjustment.

4. USE OF PREMISES. Lessee shall use the Premises for a business operation.

5. MAINTENANCE OF PREMISES. Lessor shall provide basic custodial and building maintenance services at the same level as provided to the rest of the building at the time of service. Special cleaning requests shall be billed based upon the published Custodial hourly rate in the County's Master Fee Ordinance.

6. INDEMNITY: Both parties shall indemnify and defend each other and its respective officers, agents, and employees against and hold them harmless from any and all loss, damage, and liability for damages, including attorneys' fees and other costs of defense incurred, whether for damage to or loss of property, or injury to or death of person, including properties of the other and injury to or death of a parties' officers, agents, and employees, which shall in any way arise out of or be connected with either parties' negligence, recklessness or willful misconduct or its failure to comply with any of its obligations contained in this Agreement, unless such damage, loss, injury or death shall be caused by the sole active negligence or willful misconduct of the other party.

7. INSURANCE: Lessee shall, at its own cost and expense, maintain general liability, property liability and worker's compensation insurance against liability for injury to or death of any person in connection with Lessee's use of the Premises. The insurance required by this Agreement shall contain endorsements naming Lessee as Additional Insureds.

8. TERMINATION: Either party may initiate a termination of this MOU, without cause, by providing the other party with a ninety (90) day written notification.

9. DEFAULT: In the event Lessee is in default in the payment on any amount due under the terms of this MOU or defaults in the performance of any of the covenants or conditions on Lessee's part to be performed, then Lessor, at its option, may terminate this MOU and re-enter upon the Premises. Upon such termination, Lessee will have the right to remove all of its belongings after having received 72 hours written notice from Lessor. Lessor shall have the right to retain all rents and any other sums owing and unpaid to the date of termination hereunder.

10. BANKRUPTCY: In the event of bankruptcy, either voluntary or involuntary, or any assignment for the benefit of creditors made by Lessee, Lessee's interest hereunder shall automatically terminate.

11. FIRE DAMAGE: It is mutually understood and agreed between the parties hereto that in the event any portion of the demised Premises is destroyed by fire and the same cannot be repaired within ninety (90) days, then Lessee may elect to terminate this MOU. In the event such restoration can be made within ninety (90) days, Lessor agrees to restore said Premises provided further that during the period of non-occupancy by Lessee, the rent for said Premises shall be waived during the period of non-occupancy and non-use.

19. NOTICES: Any notice, demand, request, consent, or approval that either party desires or is required to give to the other party pursuant to this MOU shall be in writing and either served personally or sent by prepaid, first-class mail. Such matters shall be addressed to the other party at the following address:

To County At:

Purchasing Agent
Yuba County Administrative Services
915 8th St; Suite 119
Marysville, CA 95901

To Lessee At:

Executive Officer
Local Agency Formation Commission
1220 F Street
Marysville, CA 95901

With a copy to:

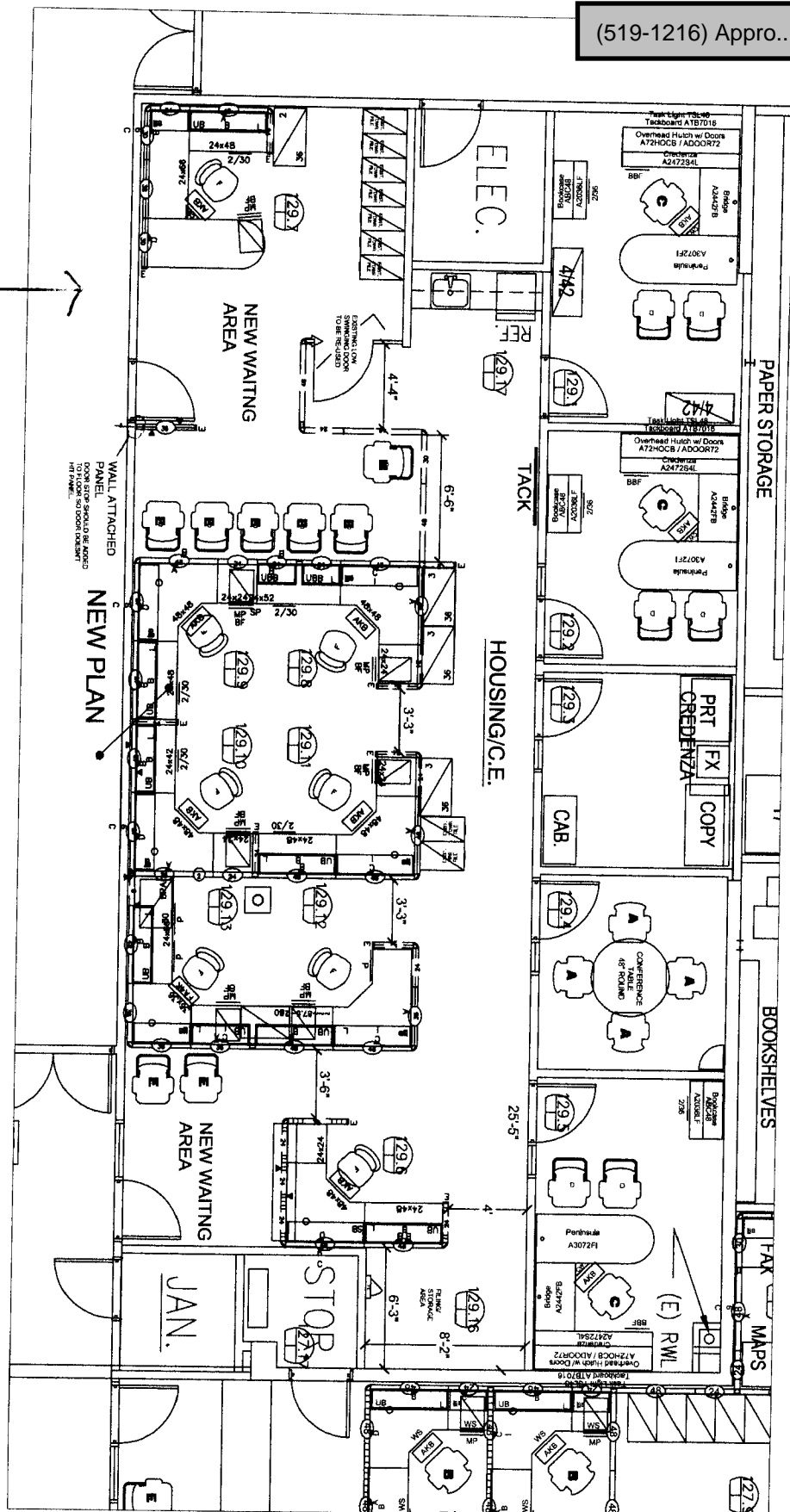
County Counsel
Yuba County
Suite 111
119 8th Street
Marysville, CA 95901

/

/

/

/



THESE SIGNATURES EVIDENCE
FINAL AGREEMENT OF THE
FURNISHINGS TO BE PROVIDED

CLIENT _____ DATE _____

MTA _____ DATE _____

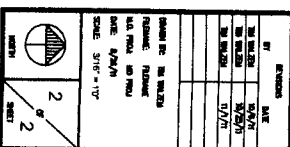
NOTE: DRAWINGS ARE FOR ILLUSTRATION ONLY
AND ARE NOT TO BE USED FOR CONSTRUCTION
PURPOSES.

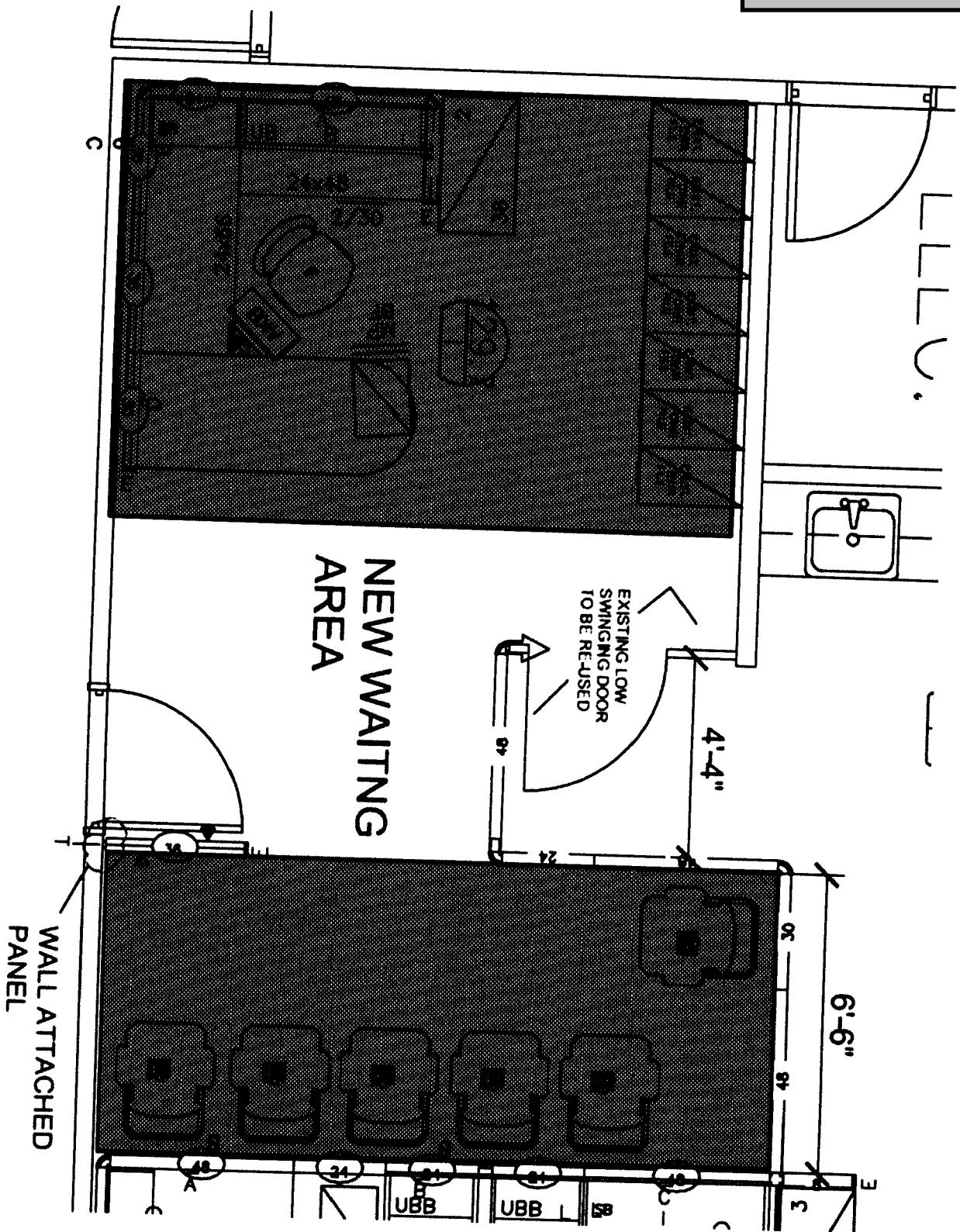
CLIENT _____ DATE _____
MTA _____ DATE _____

NOTE: DRAWINGS ARE FOR ILLUSTRATION ONLY
AND ARE NOT TO BE USED FOR CONSTRUCTION
PURPOSES.

YUBA COUNTY - GOVERNMENT CENTER
PUBLIC GUARDIAN & HOUSING RECONFIGURATION
915 8TH STREET, MARYSVILLE, CA.

SHEET TITLE: NEW LAYOUT -- REVISED







520-1216

(520-1216) Adopt... - 1 of 2

Administrative Services Memorandum

To: Board of Supervisors
CC: Robert Bendorf, County Administrator
From: Doug McCoy, Director, Administrative Services
Date: December 6, 2016
Re: Jail Expansion Project Funding Source Resolution

DMA

Recommendation

Adopt resolution to clarify the County funding source for the SB863 County Jail Expansion project.

Background

In December 2015, Yuba County was awarded a reimbursable grant from the Board of State and Community Corrections (BSCC) in the amount of \$20 million for the expansion of the County's jail facility. The focus of this expansion is to provide additional space for medical and mental health services as well as programming and classroom space.

Discussion

The attached resolution is a requirement of the grant in order to move the Jail Expansion project to the next phase which allows expenditures to become reimbursable. The resolution identifies the total County match as \$735,000. This includes a cash match of \$195,000 and an in-kind match of \$540,000. The cash match covers costs that are necessary for project completion but are considered unallowable grant expenses.

Committee Recommendation

Due to the time sensitive nature of the request, this item is being brought directly to your Board for consideration.

Fiscal Impact

This action commits to the State that the County of Yuba will fund the appropriate costs necessary for the construction of the Jail Expansion project. The cash match of \$195,000 will be covered from the Criminal Justice Impact Fee Fund.

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

**RESOLUTION CLARIFYING THE COUNTY)
FUNDING SOURCE FOR THE MAIN JAIL)
EXPANSION PROJECT)**

RESOLUTION NO. _____

WHEREAS, in December 2015 the State of California Board of State and Community Corrections accepted the application from the County of Yuba seeking financing for a jail expansion project, referred to as the SB863 Jail Expansion Project; and

WHEREAS, the County of Yuba has identified the need to expand the program and treatment space to manage the adult offender population under its jurisdiction; and

WHEREAS, the County of Yuba will provide a Cash Match totaling \$195,000 and an In-Kind Match totaling \$540,000 for a total County share of \$735,000; and

NOW, THEREFORE, BE IT RESOLVED, The Yuba County Board of Supervisors hereby designates \$735,000 from the Capital Improvements Jail Expansion Project, Fund 202-1220 to be encumbered for the sole use of the SB863 Jail Expansion Project.

PASSED AND ADOPTED at a regular meeting of the Board of Supervisors of the County of Yuba, State of California on the _____ day of _____, 2016 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST: Donna Stottlemeyer
CLERK OF THE BOARD OF SUPERVISORS

Board Chair

YUBA COUNTY COUNSEL
APPROVED AS TO FORM:

Angel L. Moris Jones

The County of Yuba

OFFICE OF THE COUNTY ADMINISTRATOR

GOVERNMENT CENTER 915 8TH STREET, SUITE 115
MARYSVILLE, CALIFORNIA 95901-5273
(530) 749-7575 FAX (530) 749-7312



521-1216
(521-1216) Recei... - 1 of 6

ROBERT BENDORF
COUNTY ADMINISTRATOR

GRACE M. MULL
DEPUTY COUNTY ADMINISTRATOR

RUSS BROWN
COMMUNICATIONS & LEGISLATIVE AFFAIRS
COORDINATOR

AMANDA NIX
EXECUTIVE ASSISTANT TO THE
COUNTY ADMINISTRATOR

Date: December 6, 2016
To: Board of Supervisors
From: Robert Bendorf, County Administrator *RB*
By: Grace Mull, Deputy County Administrator
Re: Sheriffs Facility Project Update

RECOMMENDATION

1. Board of Supervisors to receive update for the Sheriffs Facility.
2. Authorize the expenditure of approximately \$3.5 million to complete tenant improvements for the Sheriffs Facility.
3. Approve loan and repayment terms with the Yuba County Water Agency (YCWA) in an amount not to exceed \$3.5 million and authorize the County Administrator to execute loan agreement.
4. Approve budget appropriation in the amount of \$37,602.69 from the County Capital Outlay fund to the County Debt Service account to cover first loan payment due June 1, 2017.

BACKGROUND

The Sheriffs Facility Project was on hold for several months due to a change in contractors. During this period, the project went through a thorough evaluation to determine what is required to complete the project.

\$11.4 million in expenditures and funding sources were previously approved for this project. The expenditures include the tenant improvements and a portion of the radio tower project. The funding sources include: \$6.9 million Certification of Participation (COP), \$2.5 million Law & Justice Impact Fee Fund (loan from the Criminal Justice Impact Fee Fund), and \$2 million General Fund Capital Outlay Fund. There is approximately \$1.5 million remaining within these funding sources in the General Fund Capital Outlay Fund.

DISCUSSION

A new general contractor has been retained (Simile Construction) to oversee the remaining work to be completed via existing subcontractors. The target date for completion is April 1, 2017.

Remaining costs to complete the project have been identified during pro

| Type of Work | Amount | Explanation |
|--------------------------------|-----------|---|
| Radio Tower | \$450,000 | Antennas/Cabling/Project Completion |
| Change Orders | \$806,000 | Unforeseen Conditions/Code Compliance |
| Construction Management | \$446,000 | Phase II Management Costs |
| Corrective Work/New Contractor | \$900,000 | Correct Deficiencies/Project Completion |
| Design Costs | \$146,000 | Time and Material Charges |
| Inspection Costs | \$85,000 | Inspections Necessary for Completion |
| IT Integration | \$100,000 | Network Cabling/Connectivity |
| Construction Delay Costs | \$367,000 | Utilities/SWPPP/Equipment Storage |
| Contingency | \$200,000 | Budgeted for Remainder of Project |

COMMITTEE

Due to time constraints, this item was not heard at Committee level.

FISCAL IMPACT

The loan with YCWA has a 15 year term with an annual interest rate of 2.0%. The first payment is due on June 1, 2017. The loan is structured with the first five (5) years of payments to include interest only. Funds to repay the loan will come from a combination of Law & Justice Impact Fees, Public Safety Sales Tax and the General Fund. The payment schedule is attached (Exhibit A).

SOURCES AND USES OF FUNDS

Solar Refunding & Sheriff Funding
Sheriff's Funding Debt Service

| | |
|---------------|------------|
| Dated Date | 12/15/2016 |
| Delivery Date | 12/15/2016 |

Sources:

| | |
|----------------|--------------|
| Bond Proceeds: | |
| Par Amount | 3,515,000.00 |
| | <hr/> |
| | 3,515,000.00 |
| | <hr/> |

Uses:

| | |
|-------------------------|--------------|
| Project Fund Deposits: | |
| Sheriff Funding | 3,500,000.00 |
| | <hr/> |
| Delivery Date Expenses: | |
| Cost of Issuance | 15,000.00 |
| | <hr/> |
| | 3,515,000.00 |
| | <hr/> |

BOND DEBT SERVICE

Solar Refunding & Sheriff Funding
Sheriffs Funding Debt Service

| Period Ending | Principal | Coupon | Interest | Debt Service | Annual Debt Service |
|------------------|-----------|--------|------------|--------------|------------------------|
| 12/15/2016 | | | | | |
| 06/01/2017 | | | 37,602.69 | 37,602.69 | 37,602.69 |
| 06/01/2018 | | | 81,548.00 | 81,548.00 | 81,548.00 |
| 06/01/2019 | | | 81,548.00 | 81,548.00 | 81,548.00 |
| 06/01/2020 | | | 81,548.00 | 81,548.00 | 81,548.00 |
| 06/01/2021 | | | 81,548.00 | 81,548.00 | 81,548.00 |
| 06/01/2022 | 80,000 | 2.320% | 81,548.00 | 161,548.00 | 161,548.00 |
| 06/01/2023 | 85,000 | 2.320% | 79,692.00 | 164,692.00 | 164,692.00 |
| 06/01/2024 | 85,000 | 2.320% | 77,720.00 | 162,720.00 | 162,720.00 |
| 06/01/2025 | 90,000 | 2.320% | 75,748.00 | 165,748.00 | 165,748.00 |
| 06/01/2026 | 90,000 | 2.320% | 73,660.00 | 163,660.00 | 163,660.00 |
| 06/01/2027 | 95,000 | 2.320% | 71,572.00 | 166,572.00 | 166,572.00 |
| 06/01/2028 | 730,000 | 2.320% | 69,368.00 | 799,368.00 | 799,368.00 |
| 06/01/2029 | 735,000 | 2.320% | 52,432.00 | 787,432.00 | 787,432.00 |
| 06/01/2030 | 755,000 | 2.320% | 35,380.00 | 790,380.00 | 790,380.00 |
| 06/01/2031 | 770,000 | 2.320% | 17,864.00 | 787,864.00 | 787,864.00 |
| | 3,515,000 | | 998,778.69 | 4,513,778.69 | 4,513,778.69 |

AUDITOR-CONTROLLER'S OFFICE
BUDGET ADJUSTMENT REQUEST FORM

FISCAL YEAR 2016-17

PREPARED BY/PHONE G. Mull/7371

EXPLANATION FOR BUDGET ADJUSTMENT:

FUNDING SOURCE FOR INCREASES:

MUST INCLUDE DOCUMENTATION FOR THE ADDITIONAL FUNDING
MUST INCLUDE A JOURNAL REQUEST FORM or ACCOUNT BALANCE OF SOURCE FUND(S)

BUDGET TRANSFER # _____
(assigned by ACO)

1) DEPARTMENT HEAD:

Robert Bendoy / gm 12/16/11

SIGNATURE OF AUTHORIZED OFFICIAL DATE

3) AUDITOR-CONTROLLER:

SIGNATURE _____ DATE _____

2) COUNTY ADMINISTRATOR:

Robert Bearday 12/16/16

4) BOARD OF SUPERVISORS:
(if necessary)

SIGNATURE _____ DATE _____

GENERAL LEDGER:

***AUDITOR USE ONLY BELOW THIS LINE**

| FUND | BASE | 4000/8000 | DR | CR |
|------|------|-----------|----|----|
| | 280 | | | |
| | 280 | | | |
| | 280 | | | |
| | 280 | | | |

COMPLETED BY:

SIGNATURE _____ DATE _____

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The County of Yuba

Office of the County Administrator



Robert Bendorf, County Administrator

DATE: December 6, 2016
TO: Board of Supervisors
FROM: Robert Bendorf, County Administrator
RE: Refunding of 2011 Solar Lease and Funding for Sheriff Facility

A handwritten signature in black ink, appearing to read "RB/BM", is written over the "FROM:" line of the header.

RECOMMENDATION

It is recommended that the Board of Supervisors authorize the attached resolution approving the form and authorize the Chairman to execute the resolution and certain lease financing documents in connection with the 2011 Solar Lease and providing additional funds for the Sheriff Facility.

BACKGROUND

In 2011, the County entered into a lease financing agreement in the approximate amount of \$9.4 million with Bank of America. The financing implemented solar generation and energy efficiency projects. The 2011 Solar Lease is secured by the Government Center. The lease is repaid from energy savings.

DISCUSSION

The County wishes to refinance the current balance of the 2011 Solar Lease with a 2016 Equipment Lease with the Yuba County Water Agency. The 2016 Equipment Lease will be in the amount of approximately \$11.1 million. The new Equipment Lease will reduce total interest costs, and thereby allow more money to be available for local uses rather than be paid to outside investors.

The resolution authorizes the following actions:

First, it permits the County to refinance the 2011 Solar Lease with a 2016 Equipment Lease. The resolution provides the parameters of the 2016 Equipment Lease, including a maximum interest rate of 2.5%; a final maturity of 2031, and the appointment of Quint & Thimmig as Bond Counsel and Capitol PFG as Municipal Advisor.

Second, it allows for the maximum borrowing amount of \$11.1 million. Of this amount, approximately \$7,535,000 will be allocated to refunding of the 2011 Solar Lease and \$3,515,000 will be allocated to the Sheriff Facility Project as described in the staff report for the Sheriff Facility Update.

Third, it authorizes the County to execute a termination agreement that will allow the County to unencumber the Government Center. The Government Center is an essential asset that must be used as the leased asset for the 2016 Levee Bond Refunding. The 2016 Equipment Lease will be secured by solar equipment acquired in 2011 and 2015.

FISCAL IMPACT

The refunding of the 2011 Solar Lease is revenue neutral with cost savings of approximately \$650,000 in 2027, the final year of the lease. Costs associated with the Sheriff Facility Project are described in the staff report for the Sheriff Facility Update. After 2027, the County will service the remaining debt payments attributable to the Sheriff Facility with available energy cost savings and legally available revenues. The payment schedules for the 2016 Solar Refinancing and Sheriffs Funding are attached (Exhibit A).

BEFORE THE BOARD OF SUPERVISORS

COUNTY OF YUBA

**RESOLUTION APPROVING THE FORM AND
AUTHORIZING THE EXECUTION OF
CERTAIN LEASE FINANCING DOCUMENTS
IN CONNECTION WITH THE REFINANCING
OF AN EXISTING LEASE EXECUTED TO
FINANCE VARIOUS SOLAR IMPROVEMENTS
AND TO PROVIDE ADDITIONAL FUNDS TO
COMPLETE THE COUNTY'S NEW SHERIFF'S
FACILITY AND AUTHORIZING AND
DIRECTING CERTAIN ACTIONS WITH RESPECT
THERE TO.**

RESOLUTION NO. _____

RESOLVED, by the Board of Supervisors (the "Board") of the County of Yuba (the "County"), as follows:

WHEREAS, the County has determined to (a) refinance its obligations under a lease agreement executed in 2011 to finance various solar energy projects throughout the geographic boundaries of the County (the "2011 Solar Lease"), and (b) to provide additional funds required to renovate and build out of approximately 43,000 square feet of a 56,463 square foot building located at 720 Yuba Street, Marysville, California, acquired by the County in 2011, for use as a Sheriff's facility (the "Sheriff Project"), and to implement a lease financing with the Yuba County Water Agency (the "Agency") for such purposes;

WHEREAS, it is in the public interest and for the public benefit that the County authorize and direct execution of the Lease Agreement (hereinafter defined) and certain other financing documents in connection therewith; and

WHEREAS, the documents below specified have been filed with the County and the members of the Board, with the aid of its staff, have reviewed said documents;

NOW, THEREFORE, it is hereby DECLARED and ORDERED, as follows:

Section 1. The below-enumerated documents, in the forms on file with the Clerk of the Board, be and are hereby approved, and the Chair of the Board, the County Administrator or the County Treasurer-Tax Collector, or the assignee of any such official, are hereby authorized and directed to

execute said documents, with such changes, insertions and omissions as may be approved by such officials, and the Clerk of the Board is hereby authorized and directed to attest to such official's signature:

(a) an Equipment Lease, by and between the County, as lessor, and the Agency, as lessee, pursuant to which the County will lease certain existing equipment (the "Equipment") to the Agency and the Agency will advance not to exceed \$11,100,000, to the County to refinance the 2011 Solar Lease and to complete the Sheriff Project;

(b) a lease agreement, by and between the Agency, as lessor, and the County, as lessee (the "Lease Agreement"), pursuant to which the Agency will lease the Equipment back to the County and pursuant to which the County will agree to make annual lease payments equal to the amount so advanced by the Agency to the County with interest, so long as the principal amount of the Lease Agreement is not greater than \$11,100,000, the interest rate payable with respect to the Lease Agreement does not exceed 2.50%, and the term of the Lease Agreement does not extend beyond June 1, 2031; and

(c) a termination agreement, by and among the County, the County of Yuba Public Facilities Corporation and Bank of America, N.A., terminating the various documents executed and recorded with respect to the 2011 Solar Lease.

Section 2. Capitol Public Finance Group, LLC, Roseville, California, is hereby designated as municipal advisor to the County in connection with the financing described above. The Chair of the Board, the County Administrator or the County Treasurer-Tax Collector, or the assignee of any such official is hereby authorized and directed in the name and on behalf of the County to execute the Agreement for Municipal Advisory Services with such firm in the form on file with the Clerk of the Board.

Section 3. Quint & Thimmig LLP, San Francisco, California, is hereby designated as bond counsel and as disclosure counsel to the County in connection with the financing described above. The Chair of the Board, the County Administrator or the County Treasurer-Tax Collector, or the assignee of

any such official is hereby authorized and directed in the name and on behalf of the County to execute the Agreement for Legal Services with such firm in the form on file with the Clerk of the Board.

Section 4. Chair of the Board, the County Administrator, the County Treasurer-Tax Collector, the Clerk of the Board and all other appropriate officials of the County are hereby authorized and directed to execute such other agreements, documents and certificates as may be necessary to effect the purposes of this resolution and the financing herein authorized.

Section 5. This Resolution shall take effect upon its adoption by this Board.

Section 6. The Clerk of the Board shall certify to the adoption of this Resolution and provide for appropriate distribution thereof.

PASSED AND ADOPTED at a regular meeting of the Board of Supervisors of the County of Yuba this _____ day of _____, 2016, by the following votes:


AYES:
NOES:
ABSENT:
ABSTAIN:

By: _____
Chair of the Yuba County Board of Supervisors

ATTEST: DONNA STOTTLEMEYER
CLERK OF THE BOARD OF SUPERVISORS

BY: _____

ANGIL P. MORRIS-JONES
YUBA COUNTY COUNSEL
APPROVED AS TO FORM

BY: 

SOURCES AND USES OF FUNDS

Solar Refunding & Sheriff Funding
Solar Refinance

| | |
|---------------|------------|
| Dated Date | 12/15/2016 |
| Delivery Date | 12/15/2016 |

Sources:

| | |
|----------------|--------------|
| Bond Proceeds: | |
| Par Amount | 7,535,000.00 |
| | 7,535,000.00 |

Uses:

| | |
|-------------------------|--------------|
| Project Fund Deposits: | |
| Solar Escrow Deposit | 7,518,360.49 |
| Delivery Date Expenses: | |
| Cost of Issuance | 15,000.00 |
| Other Uses of Funds: | |
| Additional Proceeds | 1,639.51 |
| | 7,535,000.00 |

BOND DEBT SERVICE

Solar Refunding & Sheriff Funding
Solar Refinance

| Period Ending | Principal | Coupon | Interest | Debt Service | Annual Debt Service |
|------------------|-----------|--------|------------|--------------|------------------------|
| 12/15/2016 | | | | | |
| 06/01/2017 | 390,000 | 2.320% | 80,607.76 | 470,607.76 | 470,607.76 |
| 06/01/2018 | 810,000 | 2.320% | 165,764.00 | 975,764.00 | 975,764.00 |
| 06/01/2019 | 575,000 | 2.320% | 146,972.00 | 721,972.00 | 721,972.00 |
| 06/01/2020 | 620,000 | 2.320% | 133,632.00 | 753,632.00 | 753,632.00 |
| 06/01/2021 | 665,000 | 2.320% | 119,248.00 | 784,248.00 | 784,248.00 |
| 06/01/2022 | 715,000 | 2.320% | 103,820.00 | 818,820.00 | 818,820.00 |
| 06/01/2023 | 765,000 | 2.320% | 87,232.00 | 852,232.00 | 852,232.00 |
| 06/01/2024 | 820,000 | 2.320% | 69,484.00 | 889,484.00 | 889,484.00 |
| 06/01/2025 | 880,000 | 2.320% | 50,460.00 | 930,460.00 | 930,460.00 |
| 06/01/2026 | 940,000 | 2.320% | 30,044.00 | 970,044.00 | 970,044.00 |
| 06/01/2027 | 355,000 | 2.320% | 8,236.00 | 363,236.00 | 363,236.00 |
| | 7,535,000 | | 995,499.76 | 8,530,499.76 | 8,530,499.76 |

BOND SOLUTION

Solar Refunding & Sheriff Funding
Solar Refinance

| Period Ending | Proposed Principal | Proposed Debt Service | Total Adj Debt Service | Revenue Constraints | Unused Revenues | Debt Serv Coverage |
|------------------|-----------------------|--------------------------|---------------------------|------------------------|--------------------|-----------------------|
| 06/01/2017 | 390,000 | 470,608 | 470,608 | 475,513 | 4,905 | 101.04232% |
| 06/01/2018 | 810,000 | 975,764 | 975,764 | 977,341 | 1,577 | 100.16162% |
| 06/01/2019 | 575,000 | 721,972 | 721,972 | 724,200 | 2,228 | 100.30860% |
| 06/01/2020 | 620,000 | 753,632 | 753,632 | 755,093 | 1,461 | 100.19386% |
| 06/01/2021 | 665,000 | 784,248 | 784,248 | 787,367 | 3,119 | 100.39771% |
| 06/01/2022 | 715,000 | 818,820 | 818,820 | 821,084 | 2,264 | 100.27650% |
| 06/01/2023 | 765,000 | 852,232 | 852,232 | 856,310 | 4,078 | 100.47851% |
| 06/01/2024 | 820,000 | 889,484 | 889,484 | 893,114 | 3,630 | 100.40810% |
| 06/01/2025 | 880,000 | 930,460 | 930,460 | 931,566 | 1,106 | 100.11887% |
| 06/01/2026 | 940,000 | 970,044 | 970,044 | 971,743 | 1,699 | 100.17515% |
| 06/01/2027 | 355,000 | 363,236 | 363,236 | 1,013,721 | 650,485 | 279.08054% |
| | 7,535,000 | 8,530,500 | 8,530,500 | 9,207,052 | 676,552 | |

SOURCES AND USES OF FUNDS

Solar Refunding & Sheriff Funding
Sheriff's Funding Debt Service

Dated Date 12/15/2016
Delivery Date 12/15/2016

Sources:

Bond Proceeds:

Par Amount 3,515,000.00

3,515,000.00

Uses:

Project Fund Deposits:

Sheriff Funding 3,500,000.00

Delivery Date Expenses:

Cost of Issuance 15,000.00

3,515,000.00

BOND DEBT SERVICE

Solar Refunding & Sheriff Funding
Sheriff's Funding Debt Service

| Period Ending | Principal | Coupon | Interest | Debt Service | Annual Debt Service |
|------------------|-----------|--------|------------|--------------|------------------------|
| 12/15/2016 | | | | | |
| 06/01/2017 | | | 37,602.69 | 37,602.69 | 37,602.69 |
| 06/01/2018 | | | 81,548.00 | 81,548.00 | 81,548.00 |
| 06/01/2019 | | | 81,548.00 | 81,548.00 | 81,548.00 |
| 06/01/2020 | | | 81,548.00 | 81,548.00 | 81,548.00 |
| 06/01/2021 | | | 81,548.00 | 81,548.00 | 81,548.00 |
| 06/01/2022 | 80,000 | 2.320% | 81,548.00 | 161,548.00 | 161,548.00 |
| 06/01/2023 | 85,000 | 2.320% | 79,692.00 | 164,692.00 | 164,692.00 |
| 06/01/2024 | 85,000 | 2.320% | 77,720.00 | 162,720.00 | 162,720.00 |
| 06/01/2025 | 90,000 | 2.320% | 75,748.00 | 165,748.00 | 165,748.00 |
| 06/01/2026 | 90,000 | 2.320% | 73,660.00 | 163,660.00 | 163,660.00 |
| 06/01/2027 | 95,000 | 2.320% | 71,572.00 | 166,572.00 | 166,572.00 |
| 06/01/2028 | 730,000 | 2.320% | 69,368.00 | 799,368.00 | 799,368.00 |
| 06/01/2029 | 735,000 | 2.320% | 52,432.00 | 787,432.00 | 787,432.00 |
| 06/01/2030 | 755,000 | 2.320% | 35,380.00 | 790,380.00 | 790,380.00 |
| 06/01/2031 | 770,000 | 2.320% | 17,864.00 | 787,864.00 | 787,864.00 |
| | 3,515,000 | | 998,778.69 | 4,513,778.69 | 4,513,778.69 |

EQUIPMENT LEASE

Dated as of January 1, 2017

by and between the

COUNTY OF YUBA, as Lessor

and the

YUBA COUNTY WATER AGENCY, as Lessee

EQUIPMENT LEASE

THIS EQUIPMENT LEASE (this "Equipment Lease"), dated as of January 1, 2017, is by and between the COUNTY OF YUBA, a political subdivision organized and existing under and by virtue of the laws of the State of California (the "County"), as lessor, and the YUBA COUNTY WATER AGENCY, a water agency organized and existing under and by virtue of the laws of the State of California (the "Agency"), as lessee;

W I T N E S S E T H :

WHEREAS, pursuant to this Equipment Lease, the County proposes to lease that certain equipment, more particularly described in Exhibit A attached hereto and made a part hereof (the "Equipment"), to the Agency, all for the purpose of (a) refinancing the County's obligations under a lease agreement executed in 2011 to finance various solar energy projects throughout the geographic boundaries of the County, and (b) to provide additional funds required to renovate and build out of approximately 43,000 square feet of a 56,463 square foot building located at 720 Yuba Street, Marysville, California, acquired by the County in 2011, for use as a Sheriff's facility; and

WHEREAS, the Agency proposes to lease the Equipment back to the County pursuant to that certain Lease Agreement, dated as of January 1, 2017 (the "Lease Agreement");

NOW, THEREFORE, IT IS HEREBY MUTUALLY AGREED, as follows:

Section 1. Definitions. Capitalized terms used, but not otherwise defined, in this Equipment Lease shall have the meanings ascribed to them in the Lease Agreement.

Section 2. Equipment Lease. The County hereby leases to the Agency and the Agency hereby leases from the County, on the terms and conditions hereinafter set forth, the Equipment.

Section 3. Term. The term of this Equipment Lease shall commence on the date of recordation of this Equipment Lease in the Office of the County Recorder of the County of Yuba, State of California, and shall end on June 1, 2027, unless such term is extended or sooner terminated as hereinafter provided. If, on June 1, 2027, the aggregate amount of Lease Payments (as defined in and as payable under the Lease Agreement) shall not have been paid by reason of abatement, default or otherwise, or provision shall not have been made for their payment in accordance with the Lease Agreement, then the term of this Equipment Lease shall be extended until such Lease Payments shall be fully paid or provision made for such payment, but in no event later than June 1, 2037. If, prior to June 1, 2027, all Lease Payments shall be fully paid or provision made for such payment in accordance with the Lease Agreement, the term of this Equipment Lease shall end.

Section 4. Advance Rental Payment. The County agrees to lease the Equipment to the Agency in consideration of the payment by the Agency of an advance rental payment of \$_____.

Section 5. Purpose. The Agency shall use the Equipment solely for the purpose of leasing the Equipment to the County pursuant to the Lease Agreement and for such purposes as may be incidental thereto; *provided, however*, that in the event of default by the County under the Lease Agreement, the Agency and its assigns may exercise the remedies provided in the Lease Agreement.

Section 6. County's Interest in the Equipment. The County covenants that it is the owner in fee of the Equipment.

Section 7. County Representations and Certifications to the Agency. The County hereby certifies and represents, warrants, covenants and agrees as follows:

(a) This Equipment Lease is in full force and effect, and there have been no amendments, modifications, changes or additions since its execution.

(b) To the best of the County's knowledge, the Agency is not and will not be, in any respect, in default under the terms and provisions of this Equipment Lease. Further, to the best of the County's knowledge, the County knows of no event which would, currently or with the passage of time or giving of notice, or both, constitute a default under the terms of this Equipment Lease by either the Agency or the County.

(c) The County has not currently encumbered its interest in the Equipment to any lender or financial institution, whether by way of mortgage, deed of trust or other security instruments, except for this Equipment Lease and the Lease Agreement and Permitted Encumbrances.

(d) The County hereby consents to the Lease Agreement.

(e) Upon an Event of Default under the Lease Agreement, the County will standstill and allow the Agency to pursue any and all remedies available to the Agency under either this Equipment Lease or the Lease Agreement.

(f) Except for the rental payment referenced in Section 4, no additional rent is or will be due under this Equipment Lease by the Agency through the term of this Equipment Lease and the Agency has satisfied all of its obligations under this Equipment Lease.

(g) The County acknowledges that this Equipment Lease cannot be terminated by the County for any reason, except according to Section 3.

(h) Notwithstanding any Equipment Lease provisions to the contrary, policies of insurance shall be carried and maintained by the County in accordance with the terms of the Lease Agreement covering the Equipment.

Section 8. Assignments and Subleases. Unless the County shall be in default under the Lease Agreement, the Agency may not assign its rights under this Equipment Lease or sublet the Equipment, except as provided in the Lease Agreement, without the written consent of the County.

Section 9. Right of Entry. The County reserves the right for any of its duly authorized representatives to enter upon the property of the County at any reasonable time to inspect the Equipment or to make any repairs, improvements or changes necessary for the preservation thereof.

Section 10. Termination. The Agency agrees, upon the termination of this Equipment Lease, to quit and surrender the Equipment in the same good order and condition as the same were in at the time of commencement of the term hereunder, reasonable wear and tear excepted.

Section 11. Default. In the event the Agency shall be in default in the performance of any obligation on its part to be performed under the terms of this Equipment Lease, which default

continues for thirty (30) days following notice and demand for correction thereof to the Agency, the County may exercise any and all remedies granted by law, except that no merger of this Equipment Lease and of the Lease Agreement shall be deemed to occur as a result thereof and the County shall have no right to terminate this Equipment Lease as a remedy for such default.

In the event of the occurrence of an Event of Default under the Lease Agreement or a breach or default of the certifications and representations, warranties and covenants of the County contained in Section 7, the Agency may (i) exercise the remedies provided in the Lease Agreement, (ii) use the Equipment for any lawful purpose, subject to any applicable legal limitations or restrictions, and (iii) exercise all options provided herein.

Section 12. Quiet Enjoyment. The Agency, at all times during the term of this Equipment Lease, shall peaceably and quietly have, hold and enjoy all of the Equipment subject to the provisions of the Lease Agreement.

Section 13. Waiver of Personal Liability. All liabilities under this Equipment Lease on the part of the Agency are solely liabilities of the Agency and the County hereby releases each and every Boardmember, director, officer, employee and agent of the Agency of and from any personal or individual liability under this Equipment Lease. No Boardmember, director, officer, employee or agent of the Agency shall at any time or under any circumstances be individually or personally liable under this Equipment Lease for anything done or omitted to be done by the Agency hereunder.

Section 14. Taxes. All assessments of any kind or character and all taxes, including possessory interest taxes, levied or assessed upon the Equipment or the Agency's interest in the Equipment created by this Equipment Lease (including both land and improvements) will be paid by the County in accordance with the Lease Agreement.

Section 15. Use of the Proceeds. The County and the Agency hereby agree that the lease to the Agency of the County's right and interest in the Equipment pursuant to Section 2 serves the public purposes of the County.

Section 16. Attorneys' Fees, Costs and Expenses. In any civil action or proceeding arising from or relating to this Equipment Lease or a party's performance under this Equipment Lease, the prevailing party shall be awarded its reasonable attorneys' fees, costs and expenses, including the reasonable attorneys' fees, costs and expenses incurred in collecting or executing upon any judgment, order or award.

Section 17. Partial Invalidity. If any one or more of the terms, provisions, covenants or conditions of this Equipment Lease shall, to any extent, be declared invalid, unenforceable, void or voidable for any reason whatsoever by a court of competent jurisdiction, the finding, order or decree of which becomes final, none of the remaining terms, provisions, covenants and conditions of this Equipment Lease shall be affected thereby, and each provision of this Equipment Lease shall be valid and enforceable to the fullest extent permitted by law.

Section 18. Notices. All notices, statements, demands, consents, approvals, authorizations, offers, designations, requests or other communications hereunder by either party to the other shall be in writing and shall be sufficiently given and served upon the other party if delivered personally or if mailed by United States registered mail, return receipt requested, postage prepaid, at the addresses set forth in the Lease Agreement, or to such other addresses as the respective parties may from time to time designate by notice in writing.

Section 19. Binding Effect. This Equipment Lease shall inure to the benefit of and shall be binding upon the County and the Agency and their respective successors and assigns.

Section 20. Amendment. This Equipment Lease may not be amended except as permitted under the Lease Agreement.

Section 21. Section Headings. All section headings contained herein are for convenience of reference only and are not intended to define or limit the scope of any provision of this Equipment Lease.

Section 22. Applicable Law. This Equipment Lease shall be governed by and construed in accordance with the laws of the State of California applicable to contracts made and performed in California.

Section 23. No Merger. Neither this Equipment Lease, the Lease Agreement nor any provisions hereof or thereof shall be construed to effect a merger of the title of the County to the Equipment under this Equipment Lease and the County's leasehold interest therein under the Lease Agreement.

Section 24. Execution in Counterparts. This Equipment Lease may be executed in any number of counterparts, each of which shall be deemed to be an original but all together shall constitute but one and the same instrument.

[Remainder of page intentionally left blank]

IN WITNESS WHEREOF, the County and the Agency have caused this Equipment Lease to be executed by their respective officers thereunto duly authorized, all as of the day and year first above written.

COUNTY OF YUBA

By _____
Name _____
Title _____

Attest:

Name _____
Clerk of the Board of Supervisors

YUBA COUNTY WATER AGENCY

By _____
Name _____
Title _____

Attest:

Name _____
Secretary

EXHIBIT A

DESCRIPTION OF THE EQUIPMENT

1,495 kW solar photovoltaic energy system ground mounted at the Yuba County Airport and attached to the Yuba County Animal Care Services meter. Project cost is \$5,289,628.

212 kW roof mounted solar photovoltaic energy system and a 386 kW parking shade structure solar photovoltaic energy system at the County Government Center. Project cost is \$3,044,116.

430 kW roof mounted solar photovoltaic energy system and a 131 kW parking shade structure Solar Photovoltaic Energy System at the Packard Library. Project cost is \$3,044,116.

LEASE AGREEMENT

Dated as of January 1, 2017

by and between the

YUBA COUNTY WATER AGENCY, as Sublessor

and the

COUNTY OF YUBA, as Sublessee

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LEASE AGREEMENT

THIS LEASE AGREEMENT (this "Lease Agreement"), dated as of January 1, 2017, is by and between the YUBA COUNTY WATER AGENCY, a water agency organized and existing under the laws of the State of California, as sublessor (the "Agency"), and the COUNTY OF YUBA, a political subdivision organized and existing under and by virtue of the laws of the State of California, as sublessee (the "County");

WITNESSETH:

WHEREAS, pursuant to that certain Equipment Lease, dated as of January 1, 2017 (the "Equipment Lease"), the County has leased that certain equipment, more particularly described in Exhibit A attached hereto and made a part hereof (the "Equipment") to the Agency, all for the purpose of enabling the County to (a) refinance the County's obligations under a lease agreement executed in 2011 to finance various solar energy projects throughout the geographic boundaries of the County (the "2011 Solar Lease"), and (b) to provide additional funds required to renovate and build out of approximately 43,000 square feet of a 56,463 square foot building located at 720 Yuba Street, Marysville, California, acquired by the County in 2011, for use as a Sheriff's facility (the "Sheriff Project")

WHEREAS, the County and the Agency have agreed to enter into this Lease Agreement providing for Lease Payments with an aggregate principal component in the amount of \$_____ for the purpose of implementing the financing described above.

AGREEMENT:

NOW, THEREFORE, for and in consideration of the premises and the covenants hereinafter contained, the parties hereto hereby formally covenant, agree and bind themselves as follows:

ARTICLE I

DEFINITIONS; RULES OF INTERPRETATION

Section 1.1. Definitions. All terms defined in this Section 1.1 have the meanings herein specified for all purposes of this Lease Agreement.

"Additional Payments" means the amounts specified as such in Section 4.3(b) of this Lease Agreement.

"Agency" means the Yuba County Water Agency, a local governmental agency, organized and existing under the laws of the State.

"Agency Representative" means the Chair, the Vice Chair, the General Manager, the Administrative Manager, or the designee of any such official, or any other person authorized by resolution of the Agency delivered to the County to act on behalf of the Agency under or with respect to the Equipment Lease and this Lease Agreement.

"Applicable Law" means (a) all applicable common law and principles of equity and (b) all applicable provisions of all (i) constitutions, statutes, rules, regulations and orders of all Governmental Authorities, and (ii) orders, decisions, judgments, writs, injunctions and decrees of all courts (whether at law or in equity) and arbitrators.

"Bond Counsel" means (a) Quint & Thimmig LLP, or (b) any other attorney or firm of attorneys of nationally recognized expertise with respect to legal matters relating to obligations of municipal entities.

"Business Day" means a day other than a Saturday, Sunday or legal holiday, on which banking institutions are not closed in the State.

"Closing Date" means the date of delivery of this Lease Agreement.

"Contract" means any indenture, trust agreement, contract, agreement (other than this Lease Agreement), other contractual restriction, lease, mortgage or instrument.

"County" means the County of Yuba, a political subdivision organized and existing under the laws of the State.

"County Board" means the Board of Supervisors of the County.

"County Representative" means the Chair of the Board, the County Administrator or the designee of any such official, or any other person authorized by resolution delivered to the Agency to act on behalf of the County under or with respect to the Equipment Lease and this Lease Agreement.

"Equipment" means that certain equipment more particularly described in Exhibit A to the Equipment Lease and in Exhibit A to this Lease Agreement.

"Equipment Lease" means the Equipment Lease, dated as of January 1, 2017, by and between the County, as lessor, and the Agency, as lessee, together with any duly authorized and executed amendments thereto.

"Event of Default" means any of the events of default as defined in Section 8.1.

"Federal Securities" means any direct general non-callable obligations of the United States of America (including obligations issued or held in book entry form on the books of the Department of the Treasury of the United States of America), or obligations the timely payment of principal of and interest on which are directly guaranteed by the United States of America.

"Fiscal Year" means each twelve-month period during the Term of this Lease Agreement commencing on July 1 in any calendar year and ending on June 30 in the next succeeding calendar year, or any other twelve-month period selected by the County as its fiscal year period.

"Governmental Authority" means any governmental or quasi-governmental entity, including any court, department, commission, board, bureau, agency, administration, central bank, service, city or other instrumentality of any governmental entity or other entity exercising executive, legislative, judicial, taxing, regulatory, fiscal, monetary or administrative powers or functions of or pertaining to government, or any arbitrator, mediator or other person with authority to bind a party at law.

"Lease Agreement" means this Lease Agreement, dated as of January 1, 2017, between the Agency and the County.

"Lease Payment Date" means June 1 in each year, commencing June 1, 2017, and continuing to and including the date on which the Lease Payments are paid in full.

"Lease Payments" means all payments required to be paid by the County under Section 4.3, including any prepayment thereof under Sections 9.2 or 9.3.

"Material Adverse Effect" means an event or occurrence which adversely affects in a material manner (a) the assets, liabilities, condition (financial or otherwise), business, facilities or operations of the County, (b) the ability of the County to carry out its business in the manner conducted as of the date of this Lease Agreement or to meet or perform its obligations under this Lease Agreement on a timely basis, or (c) the validity or enforceability of this Lease Agreement.

"Material Litigation" means any action, suit, proceeding, inquiry or investigation against the County in any court or before any arbitrator of any kind or before or by any Governmental Authority, (a) if determined adversely to the County, may have a Material Adverse Effect, (b) seek to restrain or enjoin any of the transactions contemplated by this Lease Agreement, or (c) may adversely affect the ability of the County to perform its obligations under this Lease Agreement.

"Net Proceeds" means any insurance paid with respect to the Equipment, to the extent remaining after payment therefrom of all expenses incurred in the collection thereof.

"Rental Period" means each period during the Term of the Lease commencing on and including June 2 in each year and extending to and including the next succeeding June 1. The first Rental Period begins on the Closing Date and ends on June 1, 2017.

"State" means the State of California.

"Term of this Lease Agreement" or *"Term"* means the time during which this Lease Agreement is in effect, as provided in Section 4.2.

Section 1.2. Interpretation.

(a) Unless the context otherwise indicates, words expressed in the singular include the plural and vice versa and the use of the neuter, masculine, or feminine gender is for convenience only and include the neuter, masculine or feminine gender, as appropriate.

(b) Headings of articles and sections herein and the table of contents hereof are solely for convenience of reference, do not constitute a part hereof and do not affect the meaning, construction or effect hereof.

(c) All references herein to "Articles," "Sections" and other subdivisions are to the corresponding Articles, Sections or subdivisions of this Lease Agreement; the words "herein," "hereof," "hereby," "hereunder" and other words of similar import refer to this Lease Agreement as a whole and not to any particular Article, Section or subdivision hereof.

ARTICLE II

COVENANTS, REPRESENTATIONS AND WARRANTIES

Section 2.1. Covenants, Representations and Warranties of the County. The County makes the following covenants, representations and warranties to the Agency as of the date of the execution and delivery of this Lease Agreement:

(a) *Due Organization and Existence*. The County is a political subdivision, organized and existing under and by virtue of the laws of the State, has full legal right, power and authority under the laws of the State to enter into the Equipment Lease and this Lease Agreement and to carry out and consummate all transactions on its part contemplated hereby and thereby, and by proper action the County has duly authorized the execution and delivery by the County of the Equipment Lease and this Lease Agreement.

(b) *Due Execution*. The representative of the County executing the Equipment Lease and this Lease Agreement has been fully authorized to execute the same by a resolution duly adopted by the County Board.

(c) *Valid, Binding and Enforceable Obligations*. The Equipment Lease and this Lease Agreement have been duly authorized, executed and delivered by the County and constitute the legal, valid and binding agreements of the County enforceable against the County in accordance with their respective terms.

(d) *No Conflicts*. The execution and delivery of the Equipment Lease and this Lease Agreement, the consummation of the transactions therein and herein contemplated and the fulfillment of or compliance with the terms and conditions thereof and hereof, do not and will not conflict with or constitute a violation or breach of or default (with due notice or the passage of time or both) under any Applicable Law, or any indenture, mortgage, deed of trust, lease, contract or other agreement or instrument to which the County is a party or by which it or its properties are otherwise subject or bound, or result in the creation or imposition of any prohibited lien, charge or encumbrance of any nature whatsoever upon any of the Equipment or assets of the County, which conflict, violation, breach, default, lien, charge or encumbrance would have consequences that would materially and adversely affect the consummation of the transactions contemplated by the Equipment Lease or this Lease Agreement or the financial condition, assets, properties or operations of the County.

(e) *Consents and Approvals*. No consent or approval of any trustee or holder of any indebtedness of the County or of the voters of the County, and no consent, permission, authorization, order or license of, or filing or registration with, any Governmental Authority is necessary in connection with the execution and delivery of the Equipment Lease and this Lease Agreement, or the consummation of any transaction therein and herein contemplated, except as have been obtained or made and as are in full force and effect.

(f) *No Litigation*. There is no action, suit, proceeding, inquiry or investigation before or by any court or federal, state, municipal or other Governmental Authority pending and notice of which has been served on the County or, to the knowledge of the County after reasonable investigation, threatened against or affecting the County or the assets, properties or operations of the County which, if determined adversely to the County or its interests, would have a Material Adverse Effect upon the consummation of the transactions contemplated by or the validity of the Equipment Lease and this Lease Agreement or upon the financial condition, assets, properties or operations of the County, and the County is not in default with respect to any order or decree of any court or any order, regulation or demand of any federal, state,

municipal or other Governmental Authority, which default might have consequences that would have a Material Adverse Effect on the consummation of the transactions contemplated by this Lease Agreement, or the financial condition, assets, properties or operations of the County.

(g) *Sufficient Funds*. The County reasonably believes that sufficient funds can be obtained to make all Lease Payments and all other amounts required to be paid pursuant to this Lease Agreement.

(h) *No Defaults*. The County has never non-appropriated or defaulted under any of its payment or performance obligations or covenants, either under any financing lease of the same general nature as this Lease Agreement, or under any of its bonds, notes, or other debt obligations.

(i) *Fee Title*. The County is the owner in fee of title to the Equipment. No lien or encumbrance on the Equipment materially impairs the County's use of the Equipment for the purposes for which it is, or may reasonably be expected to be, held.

(j) *Use of the Equipment*. During the term of this Lease Agreement, the Equipment will be used by the County only for the purpose of performing one or more governmental or proprietary functions of the County consistent with the permissible scope of the County's authority.

(k) *Change in Financial Condition*. The County has experienced no material change in its financial condition since June 30, 2015.

(l) *Value of Equipment*. The value of the Equipment is not less than \$_____.

(m) *Essential to County Operations*. The Equipment is essential to the County's efficient and economic operations and the lease thereof for use by the County is in the best interest of the County.

Section 2.2. Covenants, Representations and Warranties of the Agency. The Agency makes the following covenants, representations and warranties to the County as of the date of the execution and delivery of this Lease Agreement:

(a) *Due Organization and Existence*. The Agency is a water agency, duly organized and existing under the laws of the State, has full legal right, power and authority to enter into the Equipment Lease and this Lease Agreement and to carry out and consummate all transactions on its part contemplated hereby and thereby, and by proper action the Agency has duly authorized the execution and delivery by the Agency of the Equipment Lease and this Lease Agreement.

(b) *Due Execution*. The representative of the Agency executing the Equipment Lease and this Lease Agreement is fully authorized to execute the same under official action taken by the Board of Directors of the Agency.

(c) *Valid, Binding and Enforceable Obligations*. The Equipment Lease and this Lease Agreement have been duly authorized, executed and delivered by the Agency and constitute the legal, valid and binding agreements of the Agency, enforceable against the Agency in accordance with their respective terms.

(d) *No Conflicts.* The execution and delivery of the Equipment Lease and this Lease Agreement, the consummation of the transactions herein and therein contemplated and the fulfillment of or compliance with the terms and conditions hereof and thereof, do not and will not conflict with or constitute a violation or breach of or default (with due notice or the passage of time or both) under any Applicable Law, or any indenture, mortgage, deed of trust, lease, contract or other agreement or instrument to which the Agency is a party or by which it or its properties are otherwise subject or bound, or result in the creation or imposition of any prohibited lien, charge or encumbrance of any nature whatsoever upon any of the Equipment or assets of the Agency, which conflict, violation, breach, default, lien, charge or encumbrance would have consequences that would materially and adversely affect the consummation of the transactions contemplated by the Equipment Lease and this Lease Agreement or the financial condition, assets, properties or operations of the Agency.

(e) *Consents and Approvals.* No consent or approval of any trustee or holder of any indebtedness of the Agency, and no consent, permission, authorization, order or license of, or filing or registration with, any Governmental Authority is necessary in connection with the execution and delivery of the Equipment Lease or this Lease Agreement or the consummation of any transaction herein or therein contemplated, except as have been obtained or made and as are in full force and effect.

(f) *No Litigation.* There is no action, suit, proceeding, inquiry or investigation before or by any court or federal, state, municipal or other Governmental Authority pending and notice of which has been served on the Agency or, to the knowledge of the Agency after reasonable investigation, threatened against or affecting the Agency or the assets, properties or operations of the Agency which, if determined adversely to the Agency or its interests, would have a material and adverse effect upon the consummation of the transactions contemplated by or the validity of the Equipment Lease or this Lease Agreement, or upon the financial condition, assets, properties or operations of the Agency, and the Agency is not in default with respect to any order or decree of any court or any order, regulation or demand of any federal, state, municipal or other Governmental Authority, which default might have consequences that would materially and adversely affect the consummation of the transactions contemplated by the Equipment Lease or this Lease Agreement or the financial condition, assets, properties or operations of the Agency.

ARTICLE III

DEPOSIT AND APPLICATION OF FUNDS

Section 3.1. Deposit of and Application of Funds. On the Closing Date, from the amount paid by the Agency to the County under the Equipment Lease of \$_____ (which represents the principal amount of this Lease Agreement), the County shall cause (a) the amount of \$_____ to be paid to Bank of America, N.A., in full repayment of the 2011 Solar Lease, (b) the amount of \$_____ to be applied to complete the Sheriff Project, and (c) the amount of \$_____ to be applied to pay financing costs of the transaction.

ARTICLE IV

LEASE OF EQUIPMENT; LEASE PAYMENTS

Section 4.1. Sublease of Equipment by the Agency Back to the County.

(a) The Agency hereby subleases the Equipment to the County, and the County hereby subleases the Equipment from the Agency, upon the terms and conditions set forth in this Lease Agreement.

(b) The leasing of the Equipment by the County to the Agency pursuant to the Equipment Lease shall not affect or result in a merger of the County's subleasehold estate pursuant to this Lease Agreement and its fee estate as lessor under the Equipment Lease.

Section 4.2. Term. The Term of this Lease Agreement commences on the Closing Date and ends on June 1, 2027, or the date on which all of the Lease Payments have been paid in full pursuant to the terms of this Lease Agreement. If on June 1, 2027, the Lease Payments payable hereunder shall have been abated at any time and for any reason and not otherwise paid from rental interruption insurance or other sources, or the County shall have defaulted in its payment of Lease Payments hereunder or any Event of Default has occurred and continues without cure by the County, then the term of this Lease Agreement shall be extended for the actual period of abatement or for so long as the default remains uncured, as necessary to accommodate the final payment of all Lease Payments due hereunder, not to exceed ten (10) years. The provisions of this Section 4.2 are subject to the provisions of Section 6.1 relating to the taking in eminent domain of the Equipment or any portion thereof.

Section 4.3. Lease Payments.

(a) *Obligation to Pay.* Subject to the provisions of Articles VI and IX, the County agrees to pay to the Agency, its successors and assigns, the Lease Payments (denominated into components of principal and interest) in the amounts specified in Exhibit B attached hereto (including any supplements thereto) and by this reference incorporated herein, to be due and payable in immediately available funds on each of the respective Lease Payment Dates specified in Exhibit B; *provided, however*, that if any Lease Payment Date is not a Business Day, such Lease Payment shall be due on the next succeeding Business Day. The Lease Payments payable in any Rental Period with respect to the Equipment shall be for the use of the Equipment during such Rental Period.

The interest component of the Lease Payments shall be calculated based on an interest rate of ____% per annum.

(b) *Additional Payments.* In addition to the Lease Payments set forth herein, the County agrees to pay as Additional Payments all of the following:

(i) all taxes and assessments of any nature whatsoever, including but not limited to excise taxes, ad valorem taxes, ad valorem and specific lien special assessments and gross receipts taxes, if any, levied upon the Equipment or upon any interest of the Agency therein or in this Lease Agreement; provided, however, the County may, at the County's expense and in its name, in good faith contest any such taxes and assessments and, in the event of such contest, may permit such taxes and assessments to remain unpaid during the period of such contest and appeal therefrom unless the Agency shall notify the County that, in the opinion of Bond Counsel, by nonpayment of any such items, the interest of the Agency in the Equipment will be materially endangered or the

Equipment, or any portion thereof, will be subject to loss or forfeiture, in which event the County shall promptly pay such taxes and assessments or provide the Agency with full security against any loss which may result from nonpayment, in form satisfactory to the Agency;

(ii) insurance premiums, if any, on all insurance required under the provisions of Article V hereof; and

(iii) any other reasonable fees, costs or expenses incurred by the Agency in connection with the execution, performance or enforcement of this Lease Agreement or any of the transactions contemplated hereby or related to the Equipment, including, without limitation, any amounts which may become due.

Amounts constituting Additional Payments payable hereunder shall be paid by the County directly to the person or persons to whom such amounts shall be payable. The County shall pay all such amounts when due or at such later time as such amounts may be paid without penalty or, in any other case, within 60 days after notice in writing from the Agency to the County stating the amount of Additional Payments then due and payable and the purpose thereof.

(c) *Effect of Prepayment.* If the County prepays the Lease Payments in part but not in whole under Section 9.3, the principal components of the remaining Lease Payments will be reduced on a pro rata basis; and the interest component of each remaining Lease Payment will be reduced on a pro rata basis.

(d) *Rate Upon Event of Default.* If the County fails to make any of the payments required in this Section 4.3 for more than ten days after the due date for payment, the payment in default will continue as an obligation of the County until the amount in default has been fully paid, and the County agrees to pay a rate equal to the rates specified in paragraph (a) above, plus 3% from the date of default to the date of payment.

(e) *Fair Rental Value.* The Lease Payments coming due and payable during each Rental Period constitute the total rental for the Equipment for such Rental Period, and will be paid by the County in each Rental Period for and in consideration of the right of the use and occupancy of, and the continued quiet use and enjoyment of the Equipment during each Rental Period. The parties hereto have agreed and determined that the total Lease Payments due during each Rental Period are not in excess of the fair rental value of the Equipment during such Rental Periods. In making this determination, consideration has been given to the estimated fair market value of the Equipment, the estimated replacement cost of the Equipment, the uses and purposes which may be served by the Equipment and the benefits therefrom which will accrue to the County and the general public.

(f) *Source of Payments; Budget and Appropriation.* The Lease Payments are payable from any source of legally available funds of the County, subject to the provisions of Sections 6.1, 6.3 and 9.1. The County covenants to take such action as may be necessary to include all Lease Payments in each of its annual budgets during the Term of this Lease Agreement and to make the necessary annual appropriations for all such Lease Payments. The covenants on the part of the County herein contained constitute duties imposed by law and it is the duty of each and every public official of the County to take such action and do such things as are required by law in the performance of the official duty of such officials to enable the County to carry out and perform the covenants and agreements in this Lease Agreement agreed to be carried out and performed by the County.

(g) *Allocation of Lease Payments.* All Lease Payments received shall be applied first to the interest components of the Lease Payments due hereunder, then to the principal components of the Lease Payments due hereunder, but no such application of any payments that are less than the total rental due and owing shall be deemed a waiver of any default hereunder.

(h) *No Offsets.* Notwithstanding any dispute between the Agency and the County, the County shall make all Lease Payments when due without deduction or offset of any kind and shall not withhold any Lease Payments pending the final resolution of such dispute.

Section 4.4. Quiet Enjoyment. Throughout the Term of this Lease Agreement, the Agency will provide the County with quiet use and enjoyment of the Equipment and the County will peaceably and quietly have and hold and enjoy the Equipment, without suit, trouble or hindrance from the Agency, except as expressly set forth in this Lease Agreement. The Agency will, at the request of the County and at the County's cost, join in any legal action in which the County asserts its right to such possession and enjoyment to the extent the Agency may lawfully do so. Notwithstanding the foregoing, the Agency has the right to inspect the Equipment as provided in Sections 5.12(c) and 7.2.

Section 4.5. Title. At all times during the Term of this Lease Agreement, the County shall hold title to the Equipment. Upon the termination of this Lease Agreement (other than under Section 8.2(b) hereof), all right, title and interest of the Agency in and to the Equipment shall be transferred to and vested in the County. Upon the payment in full of all Lease Payments allocable to the Equipment, or upon the deposit by the County of security for such Lease Payments as provided in Section 9.1, all right, title and interest of the Agency in and to the Equipment shall be transferred to and vested in the County. The Agency agrees to take any and all steps and execute any and all documents reasonably required by the County to consummate any such transfer.

ARTICLE V

MAINTENANCE; TAXES; INSURANCE; AND OTHER MATTERS

Section 5.1. Maintenance, Utilities, Taxes and Assessments. Throughout the Term of this Lease Agreement, as part of the consideration for the rental of the Equipment, all improvement, operation, repair and maintenance of the Equipment are the sole responsibility of the County, and the County will pay for or otherwise arrange for the payment of all utility services supplied to the Equipment, which may include, without limitation, janitor service, security, power, gas, telephone, light, heating, water and all other utility services, and shall pay for or otherwise arrange for the payment of the cost of the repair and replacement of the Equipment resulting from ordinary wear and tear or want of care on the part of the County or any assignee or sublessee thereof. In exchange for the Lease Payments herein provided, the Agency agrees to provide only the Equipment, as hereinbefore more specifically set forth. The County waives the benefits of subsections 1 and 2 of Section 1932, Section 1933(4) and Sections 1941 and 1942 of the California Civil Code, but such waiver does not limit any of the rights of the County under the terms of this Lease Agreement.

The County will pay or cause to be paid all taxes and assessments of any type or nature, if any, charged to the Agency or the County affecting the Equipment or the respective interests or estates therein; provided that with respect to special assessments or other governmental charges that may lawfully be paid in installments over a period of years, the County is obligated to pay only such installments as are required to be paid during the Term of this Lease Agreement as and when the same become due.

The County may, at the County's expense and in its name, in good faith contest any such taxes, assessments, utility and other charges and, in the event of any such contest, may permit the taxes, assessments or other charges so contested to remain unpaid during the period of such contest and any appeal therefrom unless the Agency shall notify the County that, in its reasonable opinion, by nonpayment of any such items the interest of the Agency in the Equipment will be materially endangered or the Equipment or any part thereof will be subject to loss or forfeiture, in which event the County will promptly pay such taxes, assessments or charges or provide the Agency with full security against any loss which may result from nonpayment, in form satisfactory to the Agency. The County shall promptly notify the Agency of any tax, assessment, utility or other charge it elects to contest.

Section 5.2. Modification of Equipment. The County has the right, at its own expense, to make additions, modifications and improvements to the Equipment or any portion thereof. All additions, modifications and improvements to the Equipment will thereafter comprise part of the Equipment and become subject to the provisions of this Lease Agreement. Such additions, modifications and improvements may not in any way damage the Equipment, or cause the Equipment to be used for purposes other than those authorized under the provisions of state and federal law; and the Equipment, upon completion of any additions, modifications and improvements made thereto under this Section, must be of a value which is not substantially less than the value thereof immediately prior to the making of such additions, modifications and improvements.

Section 5.3. Public Liability Insurance. The County shall maintain or cause to be maintained throughout the Term of this Lease Agreement a standard comprehensive general liability insurance policy or policies in protection of the County, the Agency and their respective members, officers, agents, employees and assigns. Said policy or policies shall provide for indemnification of said parties against direct or contingent loss or liability for damages for bodily and personal injury, death or property damage occasioned by reason of the operation of

the Equipment. Such policy or policies must provide coverage with limits of at least \$1,000,000 per occurrence, \$3,000,000 in the aggregate, for bodily injury and property damage coverage, and excess liability umbrella coverage of at least \$5,000,000, and in all events in form and amount (including any deductibles) satisfactory to the Agency. Such insurance may be maintained as part of or in conjunction with any other insurance coverage carried by the County (including a self-insurance program), and may be maintained in whole or in part in the form of the participation by the County in a joint powers authority or other program providing pooled insurance. The County will apply the proceeds of such liability insurance toward extinguishment or satisfaction of the liability with respect to which such proceeds have been paid.

Section 5.4. Casualty Insurance. The County will procure and maintain, or cause to be procured and maintained, throughout the Term of this Lease Agreement, casualty insurance against loss or damage to all buildings situated on the Equipment and owned by the County, in an amount at least equal to the greater of the replacement value of the insured buildings and the aggregate principal amount of the Lease Payments outstanding, with a lender's loss payable endorsement. Such insurance must, as nearly as practicable, cover loss or damage by all "special form" perils. Such insurance shall be subject to a deductible of not to exceed \$250,000. Such insurance may be maintained as part of or in conjunction with any other insurance coverage carried by the County (including a self-insurance program), and may be maintained in whole or in part in the form of the participation by the County in a joint powers authority or other program providing pooled insurance. The County will apply the Net Proceeds of such insurance as provided in Section 6.2.

Section 5.5. Rental Interruption Insurance. The County will procure and maintain, or cause to be procured and maintained, throughout the Term of this Lease Agreement, rental interruption or use and occupancy insurance to cover loss, total or partial, of the use of the Equipment and the improvements situated thereon as a result of any of the hazards covered in the insurance required by Section 5.4, in an amount at least equal to the maximum Lease Payments coming due and payable during any future 24 month period. Such insurance may be maintained as part of or in conjunction with any other insurance coverage carried by the County, and may be maintained in whole or in part in the form of the participation by the County in a joint powers authority or other program providing pooled insurance; provided that such rental interruption insurance shall not be self-insured by the County. The County will apply the Net Proceeds of such insurance towards the payment of the Lease Payments allocable to the insured improvements as the same become due and payable.

Section 5.6. Worker's Compensation Insurance. If required by applicable California law, the County shall carry worker's compensation insurance covering all employees on, in, near or about the Equipment and, upon request, shall furnish to the Agency certificates evidencing such coverage throughout the Term of this Lease Agreement. Such insurance may be maintained as part of or in conjunction with any other insurance coverage carried by the County (including a self insurance program), and may be maintained in whole or in part in the form of the participation by the County in a joint powers authority or other program providing pooled insurance.

Section 5.8. Insurance Net Proceeds; Form of Policies. All insurance policies (or riders) required by this Article V and provided by third party insurance carriers shall be taken out and maintained with responsible insurance companies organized under the laws of one of the states of the United States and qualified to do business in the State, and shall contain a provision that the insurer shall not cancel or revise coverage thereunder without giving written notice to the insured parties at least ten days before the cancellation or revision becomes effective. Each insurance policy or rider required by Sections 5.3, 5.4 and 5.5 and provided by third party

insurance carriers shall name the County and the Agency as insured parties and the Agency as loss payees and shall include a lender's loss payable endorsement for the benefit of the Agency. Prior to the Closing Date, the County will deposit with the Agency policies (and riders and endorsements, if applicable) evidencing any such insurance procured by it, or a certificate or certificates of the respective insurers stating that such insurance is in full force and effect. Before the expiration of any such policy (or rider), the County will furnish to the Agency evidence that the policy has been renewed or replaced by another policy conforming to the provisions of this Article V unless such insurance is no longer obtainable, in which event the County shall notify the Agency of such fact.

Section 5.9. Installation of County's Personal Property. The County may at any time and from time to time, in its sole discretion and at its own expense, install or permit to be installed other items of equipment or other personal property in or upon the Equipment. All such items shall remain the sole property of the County, in which the Agency has no interest, and may be modified or removed by the County at any time. The County must repair and restore any and all damage to the Equipment resulting from the installation, modification or removal of any such items. Nothing in this Lease Agreement prevents the County from purchasing or leasing items to be installed under this Section under a lease or conditional sale agreement, or subject to a vendor's lien or security agreement, as security for the unpaid portion of the purchase price thereof, provided that no such lien or security interest may attach to any part of the Equipment.

Section 5.10. Liens. The County will not, directly or indirectly, create, incur, assume or suffer to exist any mortgage, pledge, lien, charge, encumbrance or claim on or with respect to the Equipment, other than as herein contemplated. Except as expressly provided in this Article V, the County will promptly, at its own expense, take such action as may be necessary to duly discharge or remove any such mortgage, pledge, lien, charge, encumbrance or claim, for which it is responsible, if the same shall arise at any time. The County will reimburse the Agency for any expense incurred by it in order to discharge or remove any such mortgage, pledge, lien, charge, encumbrance or claim.

Section 5.11. Advances. If the County fails to perform any of its obligations under this Article V, the Agency may take such action as may be necessary to cure such failure, including the advancement of money, and the County shall be obligated to repay all such advances as additional rental hereunder, with interest at the rate set forth in Section 4.3(c).

ARTICLE VI

USE OF NET PROCEEDS

Section 6.1. Application of Net Proceeds.

(a) Any Net Proceeds of insurance against damage to any part of the Equipment collected by the County in the event of any such damage shall be deposited by the County promptly upon receipt thereof in a special fund to be established by the County designated as the "Insurance and Condemnation Fund."

(b) Within ninety (90) days following the date of such deposit, the County shall determine and notify the Agency in writing of its determination either (i) that the replacement, repair, restoration, modification or improvement of the Equipment is not economically feasible or in the best interest of the County and the Net Proceeds, together with other moneys available therefor, are sufficient to cause the prepayment of the principal components of all unpaid Lease Payments pursuant to Section 9.3 hereof, or (ii) that all or a portion of such Net Proceeds are to be applied to the prompt replacement, repair, restoration, modification or improvement of the damaged or destroyed portions of the Equipment and the fair rental value of the Equipment following such repair, restoration, replacement, modification or improvement will at least equal the unpaid principal component of the Lease Payments.

(c) In the event the County's determination is as set forth in clause (i) of subparagraph (b) above, such Net Proceeds shall be promptly applied to the prepayment of Lease Payments and other amounts pursuant to Section 9.3 of this Lease Agreement; *provided, however*, that in the event of damage or destruction of the Equipment in full, such Net Proceeds may be so applied only if sufficient, together with other moneys available therefor, to cause the prepayment of the principal components of all unpaid Lease Payments, all accrued and unpaid interest and all other costs related to such prepayments pursuant to Section 9.3 of this Lease Agreement and otherwise such Net Proceeds shall be applied to the prompt replacement, repair, restoration, modification or improvement of the Equipment; *provided further, however*, that in the event of damage or destruction of the Equipment in part, such Net Proceeds may be applied to the prepayment of Lease Payments only if the resulting Lease Payments following such prepayment from Net Proceeds represent fair consideration for the remaining portions of the Equipment and otherwise such Net Proceeds shall be applied to the prompt replacement, repair, restoration, modification or improvement of the Equipment, evidenced by a certificate signed by a County Representative.

(d) In the event the County's determination is as set forth in clause (ii) of subparagraph (b) above and the County certifies to the Agency that such repair or replacement can be completed within 24 months, such Net Proceeds shall be applied to the prompt replacement, repair, restoration, modification or improvement of the damaged or destroyed portions of the Equipment by the County, and until the Equipment has been restored to its prior condition, the County shall not place any lien or encumbrance on the Equipment that is senior to this Lease Agreement without the prior written consent of the Agency, at its sole discretion.

Section 6.2. Abatement of Lease Payments in the Event of Damage or Destruction. Lease Payments shall be abated during any period in which, by reason of damage or destruction, there is substantial interference with the use by the County of the Equipment or any portion thereof to the extent to be agreed upon by the County and the Agency. The parties agree that the amounts of the Lease Payments under such circumstances shall not be less than the amounts of the unpaid Lease Payments as are then set forth in Exhibit B, unless such unpaid amounts are determined to be greater than the fair rental value of the portions of the Equipment not

damaged or destroyed, based upon an appropriate method of valuation, in which event the Lease Payments shall be abated such that they represent said fair rental value. Such abatement shall continue for the period commencing with such damage or destruction and ending with the substantial completion of the work of repair or reconstruction as evidenced by a certificate of a County Representative to the Agency. In the event of any such damage or destruction, this Lease Agreement shall continue in full force and effect and the County waives any right to terminate this Lease Agreement by virtue of any such damage and destruction. Notwithstanding the foregoing, there shall be no abatement of Lease Payments under this Section 6.2 to the extent that (a) the proceeds of rental interruption insurance or (b) amounts in the Insurance and Condemnation Fund are available to pay Lease Payments which would otherwise be abated under this Section 6.2, it being hereby declared that such proceeds and amounts constitute special funds for the payment of the Lease Payments.

ARTICLE VII

OTHER COVENANTS OF THE COUNTY

Section 7.1. Disclaimer of Warranties. THE AGENCY MAKES NO AGREEMENT, WARRANTY OR REPRESENTATION, EITHER EXPRESS OR IMPLIED, AS TO THE VALUE, DESIGN, CONDITION, MERCHANTABILITY OR FITNESS FOR ANY PARTICULAR PURPOSE OR FITNESS FOR THE USE CONTEMPLATED BY THE COUNTY OF THE EQUIPMENT OR ANY PORTION THEREOF, OR ANY OTHER REPRESENTATION OR WARRANTY WITH RESPECT TO THE EQUIPMENT OR ANY PORTION THEREOF. THE COUNTY ACKNOWLEDGES THAT THE COUNTY LEASES THE EQUIPMENT AS-IS, IT BEING AGREED THAT ALL OF THE AFOREMENTIONED RISKS ARE TO BE BORNE BY THE COUNTY. In no event is the Agency liable for incidental, indirect, special or consequential damages, in connection with or arising out of this Lease Agreement for the existence, furnishing, functioning or use of the Equipment by the County.

Section 7.2. Access to the Equipment; Grant and Conveyance of Right of Entry. The County agrees that the Agency, and the Agency's successors or assigns, has the right at all reasonable times, following at least 48 hours written notice provided to the County, to enter upon and to examine and inspect (to the extent permitted by law and public policy) the Equipment or any part thereof. The County further agrees that the Agency, and the Agency's successors or assigns shall have such rights of access to the Equipment or any component thereof, following at least 48 hours written notice provided to the County, as may be reasonably necessary to cause the proper maintenance of the Equipment if the County fails to perform its obligations hereunder. Neither the Agency nor any of its assigns has any obligation to cause such proper maintenance.

The County further grants, conveys and confirms to the Agency, for the use, benefit and enjoyment of the Agency and its employees, invitees, agents, independent contractors, patrons, customers, guests and members of the public visiting the Equipment, a right of entry which shall be irrevocable for the Term of this Lease Agreement over, across and under the property of the County adjacent to the Equipment to and from the Equipment for the purpose of: (a) ingress, egress, passage or access to and from the Equipment by pedestrian or vehicular traffic; (b) installation, maintenance and replacement of utility wires, cables, conduits and pipes; and (c) other purposes and uses necessary or desirable for access to and from and for operation and maintenance of the Equipment.

Section 7.3. Release and Indemnification Covenants. The County hereby indemnifies the Agency and its directors, officers, agents, employees, successors and assigns against all claims, losses and damages, including legal fees and expenses, arising out of (a) the use, maintenance, condition or management of, or from any work or thing done on the Equipment by the County or the County's employees, agents, contractors, invitees or licensees, (b) any breach or default on the part of the County in the performance of any of its obligations under this Lease Agreement, (c) any negligence or willful misconduct of the County or of any of its agents, contractors, servants, employees or licensees with respect to the Equipment, or (d) any intentional misconduct or negligence of any sublessee of the County with respect to the Equipment. No indemnification is made under this Section 7.3 or elsewhere in this Lease Agreement for willful misconduct or gross negligence under this Lease Agreement by the Agency or its officers, agents, employees, successors or assigns. The County and the Agency each agree to promptly give notice to each other of any claim or liability hereby indemnified against following learning thereof.

Section 7.5. No Assignment or Subleasing by the County. This Lease Agreement may not be assigned, mortgaged, pledged, transferred or subleased by the County.

Section 7.6. Amendment of Lease Agreement.

(a) *Substitution of Equipment.* The County shall have, and is hereby granted, the option at any time and from time to time during the Term of this Lease Agreement to substitute other equipment ("Substitute Equipment") for the Equipment (the "Former Equipment"), or a portion thereof, provided that the County shall satisfy all of the following requirements (to the extent applicable) which are hereby declared to be conditions precedent to such substitution:

(i) The County shall file with the Agency an amended Exhibit A to the Equipment Lease which adds thereto a description of such Substitute Equipment and deletes therefrom the description of the Former Equipment;

(ii) The County shall file with the Agency an amended Exhibit A to this Lease Agreement which adds thereto a description of such Substitute Equipment and deletes therefrom the description of the Former Equipment;

(iii) The County shall certify in writing to the Agency that such Substitute Equipment serves the purposes of the County, constitutes property that is unencumbered and constitutes property which the County is permitted to lease under the laws of the State;

(iii) The County delivers to the Agency evidence (which may be insurance values or any other reasonable basis of valuation) that the value of the Equipment following such substitution is equal to or greater than the then unpaid principal amount of this Lease Agreement;

(iv) The Substitute Equipment shall not cause the County to violate any of its covenants, representations and warranties made herein; and

(v) The County shall certify that the Substitute Equipment is of the same or greater essentiality to the County as was the Former Equipment.

(b) *Release of Site.* The County shall have, and is hereby granted, the option at any time and from time to time during the Term of this Lease Agreement to release any portion of the Equipment, provided that the County shall satisfy all of the following requirements which are hereby declared to be conditions precedent to such release:

(i) The County shall file with the Agency an amended Exhibit A to the Equipment Lease which describes the Equipment, as revised by such release;

(ii) The County shall file with the Agency an amended Exhibit A to this Lease Agreement which describes the Equipment, as revised by such release;

(iii) The County delivers to the Agency evidence (which may be insurance values or any other reasonable basis of valuation) that the value of the Equipment, as revised by such release, is equal to or greater than the then unpaid principal amount of this Lease Agreement as revised by such release; and

(iv) Such release shall not cause the County to violate any of its covenants, representations and warranties made herein.

(c) *Generally.* The Agency and the County may at any time amend or modify any of the provisions of this Lease Agreement, but only if such amendment or modification is for any one or more of the following purposes:

(i) to add to the covenants and agreements of the County contained in this Lease Agreement, other covenants and agreements thereafter to be observed, or to limit or surrender any rights or power herein reserved to or conferred upon the County; or

(ii) to make such provisions for the purpose of curing any ambiguity, or of curing, correcting or supplementing any defective provision contained herein, or in any other respect whatsoever as the Agency and the County may deem necessary or desirable, provided that, in the opinion of Bond Counsel, such modifications or amendments will not materially adversely affect the interests of the Agency.

Section 7.10. Observance of Laws and Regulations. The County will well and truly keep, observe and perform or cause to be kept, observed and performed all valid and lawful obligations, now or hereafter imposed on it by contract, or prescribed by any Applicable Law, or by any officer, board, commission or Governmental Authority having jurisdiction or control, as a condition of the continued enjoyment of any and every right, privilege or franchise now owned or hereafter acquired and enjoyed by the County, including the County's right to exist and carry on business as a political subdivision, to the end that such rights, privileges and franchises shall be maintained and preserved, and shall not become abandoned, forfeited or in any manner impaired.

ARTICLE VIII

EVENTS OF DEFAULT AND REMEDIES

Section 8.1. Events of Default Defined. Any one or more of the following events constitutes an Event of Default hereunder:

(a) Failure by the County to pay any Lease Payment or other payment required to be paid hereunder at the time specified herein.

(b) Failure by the County to observe and perform any covenant, condition or agreement on its part to be observed or performed hereunder, other than as referred to in the preceding clause (a) of this Section 8.1, for a period of 30 days after written notice specifying such failure and requesting that it be remedied has been given to the County by the Agency. However, if in the reasonable opinion of the County the failure stated in the notice can be corrected, but not within such 30-day period, the Agency shall not unreasonably withhold its consent to an extension of such time (for a period not to exceed 60 days) if corrective action is instituted by the County within such 30-day period and diligently pursued until the default is corrected.

(c) The filing by the County of a voluntary petition in bankruptcy, or failure by the County promptly to lift any execution, garnishment or attachment, or adjudication of the County as a bankrupt, or assignment by the County for the benefit of creditors, or the entry by the County into an agreement of composition with creditors, or the approval by a court of competent jurisdiction of a petition applicable to the County in any proceedings instituted under the provisions of the Federal Bankruptcy Code, as amended, or under any similar federal or State act now existing or which may hereafter be enacted.

(d) Any statement, representation or warranty made by the County in or pursuant to this Lease Agreement or its execution, delivery or performance shall have been false, incorrect, misleading or breached in any material respect on the date when made.

(e) Any default by the County to observe any covenant, condition or agreement on its part to be observed or performed under the Equipment Lease.

(f) Any court of competent jurisdiction shall find or rule that the Equipment Lease or this Lease Agreement is not valid or binding against the County.

(g) The County abandons any part of the Equipment.

Section 8.2. Remedies on Default. Whenever any Event of Default has happened and is continuing, the Agency may exercise any and all remedies available under law or granted under this Lease Agreement; provided, however, that notwithstanding anything herein to the contrary, there shall be no right under any circumstances to accelerate the Lease Payments or otherwise declare any Lease Payments not then in default to be immediately due and payable. Each and every covenant hereof to be kept and performed by the County is expressly made a condition and upon the breach thereof the Agency may exercise any and all rights granted hereunder; provided, that no termination of this Lease Agreement shall be effected either by operation of law or acts of the parties hereto, except only in the manner herein expressly provided. Upon the occurrence and during the continuance of any Event of Default, the Agency may exercise any one or more of the following remedies:

(a) *Enforcement of Payments Without Termination*. If the Agency does not elect to terminate this Lease Agreement in the manner hereinafter provided for in subparagraph (b) hereof, the

County agrees to and shall remain liable for the payment of all Lease Payments and the performance of all conditions herein contained and shall reimburse the Agency for any deficiency arising out of the re-leasing of the Equipment, or, if the Agency is unable to re-lease the Equipment, then for the full amount of all Lease Payments to the end of the Term of this Lease Agreement, but said Lease Payments and/or deficiency shall be payable only at the same time and in the same manner as hereinabove provided for the payment of Lease Payments hereunder, notwithstanding such entry or re-entry by the Agency or any suit in unlawful detainer, or otherwise, brought by the Agency for the purpose of effecting such re-entry or obtaining possession of the Equipment or the exercise of any other remedy by the Agency. The County hereby irrevocably appoints the Agency as the agent and attorney-in-fact of the County to enter upon and re-lease the Equipment upon the occurrence and continuation of an Event of Default and to remove all personal property whatsoever situated upon the Equipment, to place such property in storage or other suitable place in Yuba County for the account of and at the expense of the County, and the County hereby exempts and agrees to save harmless the Agency from any costs, loss or damage whatsoever arising or occasioned by any such entry upon and re-leasing of the Equipment and the removal and storage of such property by the Agency or its duly authorized agents in accordance with the provisions herein contained. The County agrees that the terms of this Lease Agreement constitute full and sufficient notice of the right of the Agency to re-lease the Equipment in the event of such re-entry without effecting a surrender of this Lease Agreement, and further agrees that no acts of the Agency in effecting such re-leasing shall constitute a surrender or termination of this Lease Agreement irrespective of the term for which such re-leasing is made or the terms and conditions of such re-leasing, or otherwise, but that, on the contrary, in the event of such default by the County the right to terminate this Lease Agreement shall vest in the Agency to be effected in the sole and exclusive manner hereinafter provided for in subparagraph (b) hereof. The County agrees to surrender and quit possession of the Equipment upon demand of the Agency for the purpose of enabling the Equipment to be re-let under this paragraph. Any rental obtained by the Agency in excess of the sum of Lease Payments plus costs and expenses incurred by the Agency for its services in re-leasing the Equipment shall be paid to the County.

(b) *Termination of Lease.* If an Event of Default occurs and is continuing hereunder, the Agency at its option may terminate this Lease Agreement and re-lease all or any portion of the Equipment, subject to the Equipment Lease. If the Agency terminates this Lease Agreement at its option and in the manner hereinafter provided due to a default by the County (and notwithstanding any re-entry upon the Equipment by the Agency in any manner whatsoever or the re-leasing of the Equipment), the County nevertheless agrees to pay to the Agency all costs, loss or damages howsoever arising or occurring payable at the same time and in the same manner as is herein provided in the case of payment of Lease Payments and Additional Payments. Any surplus received by the Agency from such re-leasing shall be applied by the Agency to Lease Payments due under this Lease Agreement. Neither notice to pay rent or to deliver up possession of the premises given under law nor any proceeding in unlawful detainer taken by the Agency shall of itself operate to terminate this Lease Agreement, and no termination of this Lease Agreement on account of default by the County shall be or become effective by operation of law, or otherwise, unless and until the Agency shall have given written notice to the County of the election on the part of the Agency to terminate this Lease Agreement. The County covenants and agrees that no surrender of the Equipment, or of the remainder of the Term hereof or any termination of this Lease Agreement shall be valid in any manner or for any purpose whatsoever unless stated or accepted by the Agency by such written notice.

(c) *Proceedings at Law or In Equity.* If an Event of Default occurs and continues hereunder, the Agency may take whatever action at law or in equity may appear necessary or desirable to

collect the amounts then due and thereafter to become due hereunder or to enforce any other of its rights hereunder.

(d) *Remedies under the Equipment Lease.* If an Event of Default occurs and continues hereunder, the Agency may exercise its rights under the Equipment Lease.

Section 8.3. No Remedy Exclusive. No remedy herein conferred upon or reserved to the Agency is intended to be exclusive and every such remedy shall be cumulative and shall be in addition to every other remedy given under this Lease Agreement or now or hereafter existing at law or in equity. No delay or omission to exercise any right or power accruing upon the occurrence of any Event of Default shall impair any such right or power or shall be construed to be a waiver thereof, but any such right and power may be exercised from time to time and as often as may be deemed expedient. In order to entitle the Agency to exercise any remedy reserved to it in this Article VIII it shall not be necessary to give any notice, other than such notice as may be required in this Article VIII or by law.

Section 8.4. Agreement to Pay Attorneys' Fees and Expenses. If either party to this Lease Agreement defaults under any of the provisions hereof and the non-defaulting party should employ attorneys (including in-house legal counsel) or incur other expenses for the collection of moneys or the enforcement or performance or observance of any obligation or agreement on the part of the defaulting party herein contained, the defaulting party agrees that it will on demand therefor pay to the non-defaulting party the reasonable fees of such attorneys (including allocable costs and expenses of in-house legal counsel, if any) and such other expenses so incurred by the non-defaulting party.

Section 8.5. No Additional Waiver Implied by One Waiver. If any agreement contained in this Lease Agreement is breached by either party and thereafter waived by the other party, such waiver is limited to the particular breach so waived and will not be deemed to waive any other breach hereunder.

ARTICLE IX

PREPAYMENT OF LEASE PAYMENTS

Section 9.1. Security Deposit. Notwithstanding any other provision of this Lease Agreement, the County may on any date secure the payment of the Lease Payments in whole or in part by depositing with the Agency or a fiduciary reasonably satisfactory to the Agency, in trust, an amount of cash, which shall be held in a segregated trust or escrow fund under a trust or escrow agreement that is in form and content acceptable to the Agency, which cash so held is either (a) sufficient to pay such Lease Payments, including the principal and interest components thereof, in accordance with the Lease Payment schedule set forth in Exhibit B, or (b) invested in whole in non-callable Federal Securities maturing not later than the dates such funds will be required to make Lease Payments or any prepayment in an amount which is sufficient, in the opinion of an independent certified public accountant (which opinion must be in form and substance, and with such an accountant, acceptable to the Agency and addressed and delivered to the Agency), together with interest to accrue thereon and without reinvestment and together with any cash which is so deposited, to pay such Lease Payments when due under Section 4.3(a) or when due on any optional prepayment date under Section 9.2, as the County instructs at the time of said deposit. In the event of a security deposit under this Section 9.1 with respect to all unpaid Lease Payments, (i) the Term of this Lease Agreement shall continue, (ii) all obligations of the County under this Lease Agreement, and all security provided by this Lease Agreement for said obligations, shall thereupon cease and terminate, excepting only (A) the obligation of the County to make, or cause to be made, all of the Lease Payments from such security deposit and, to the extent of any deficiency, as rent payable from other legally available funds of the County, and (B) the release and indemnification obligations of the County under subparagraphs (f) and (g) of Section 7.3, and (iii) under Section 4.5, the Agency's leasehold interest in the Equipment will vest in the County on the date of said deposit automatically and without further action by the County or the Agency. The County hereby grants a first priority security interest in and the lien on said security deposit and all proceeds thereof in favor of the Agency. Said security deposit shall be deemed to be and shall constitute a special fund for the payment of Lease Payments in accordance with the provisions of this Lease Agreement and, notwithstanding anything to the contrary herein, Lease Payments therefrom shall not be subject to abatement under Section 6.2 hereof to the extent payable from the funds held by the Agency or the fiduciary as described in the first sentence of this Section 9.1.

Section 9.2. Optional Prepayment. The County may prepay the principal component of the Lease Payments in full, on any date, upon at least 30 days' notice to the Agency, at a prepayment amount equal to 100% of the principal amount of Lease Payments to be prepaid, together with accrued interest to the date fixed for prepayment.

Section 9.3. Mandatory Prepayment From Net Proceeds of Insurance or Eminent Domain. The County shall be obligated to prepay the unpaid principal components of the Lease Payments in whole or in part in such order of prepayment as shall be selected by the County on any date, together with any accrued and unpaid interest, and any other costs related to such prepayment, from and to the extent of any proceeds of insurance award or condemnation award with respect to the Equipment to be used for such purpose under Section 6.1. The County and the Agency hereby agree that such proceeds, to the extent remaining after payment of any delinquent Lease Payments, shall be credited towards the County's obligations under this Section 9.3.

ARTICLE X

MISCELLANEOUS

Section 10.1. Notices. Any notice, request, complaint, demand or other communication under this Lease Agreement shall be given by first class mail or personal delivery to the party entitled thereto at its address set forth below, or by facsimile transmission or other form of telecommunication, at its number set forth below. Notice shall be effective either (a) upon transmission by facsimile transmission or other form of telecommunication, (b) 48 hours after deposit in the United States of America first class mail, postage prepaid, or (c) in the case of personal delivery to any person, upon actual receipt. The Agency and the County may, by written notice to the other parties, from time to time modify the address or number to which communications are to be given hereunder.

If to the County:

County of Yuba
915 8th Street
Marysville, CA 95901
Attention: County Administrative Officer
Phone: (530) 749-7575
Fax: (530) 749-7312

If to the Agency:

Yuba County Water Agency
1220 F Street
Marysville, CA 95901
Attention: General Manager
Phone: (530) 741 5000
Fax: (530) 741-6541

Section 10.2. Binding Effect. This Lease Agreement inures to the benefit of and is binding upon the Agency, the County and their respective successors and assigns.

Section 10.3. Severability. If any provision of this Lease Agreement is held invalid or unenforceable by any court of competent jurisdiction, such holding will not invalidate or render unenforceable any other provision hereof.

Section 10.4. Net-net-net Lease. This Lease Agreement is a "net-net-net lease" and the County hereby agrees that the Lease Payments are an absolute net return to the Agency, free and clear of any expenses, charges or set-offs whatsoever.

Section 10.5. Further Assurances and Corrective Instruments. The Agency and the County agree that they will, from time to time, execute, acknowledge and deliver, or cause to be executed, acknowledged and delivered, such supplements hereto and such further instruments as may reasonably be required for correcting any inadequate or incorrect description of the Equipment hereby leased or intended to be so or for carrying out the expressed intention of this Lease Agreement.

Section 10.6. Execution in Counterparts. This Lease Agreement may be executed in several counterparts, each of which is an original and all of which constitutes one and the same instrument.

Section 10.7. Applicable Law. This Lease Agreement is governed by and construed in accordance with the laws of the State.

Section 10.8. Captions. The captions or headings in this Lease Agreement are for convenience only and in no way define, limit or describe the scope or intent of any provisions or section of this Lease Agreement.

[Remainder of page intentionally left blank]

IN WITNESS WHEREOF, the Agency and the County have caused this Lease Agreement to be executed in their respective names by their duly authorized officers, all as of the date first above written.

YUBA COUNTY WATER AGENCY

By _____
Name _____
Title _____

Attest:

Name _____
Secretary

COUNTY OF YUBA

By _____
Name _____
Title _____

Attest:

Name _____
Clerk of the Board of Supervisors

EXHIBIT A

DESCRIPTION OF THE EQUIPMENT

1,495 kW solar photovoltaic energy system ground mounted at the Yuba County Airport and attached to the Yuba County Animal Care Services meter. Project cost is \$5,289,628.

212 kW roof mounted solar photovoltaic energy system and a 386 kW parking shade structure solar photovoltaic energy system at the County Government Center. Project cost is \$3,044,116.

430 kW roof mounted solar photovoltaic energy system and a 131 kW parking shade structure Solar Photovoltaic Energy System at the Packard Library. Project cost is \$3,044,116.

EXHIBIT B

SCHEDULE OF LEASE PAYMENTS

| Lease Payment Date | Principal Component | Interest Component | Total Lease Payment | Annual Lease Payment |
|--------------------------|------------------------|-----------------------|---------------------------|----------------------------|
| 6/1/17 | | | | |
| 6/1/18 | | | | |
| 6/1/19 | | | | |
| 6/1/20 | | | | |
| 6/1/21 | | | | |
| 6/1/22 | | | | |
| 6/1/23 | | | | |
| 6/1/24 | | | | |
| 6/1/25 | | | | |
| 6/1/26 | | | | |
| 6/1/27 | | | | |
| Total | | | | |

(1) The interest component of the Lease Payments shall be calculated based on an interest rate of ____% per annum.

**AGREEMENT FOR
PROFESSIONAL SERVICES
BETWEEN
COUNTY OF YUBA
AND
CAPITOL PUBLIC FINANCE GROUP, LLC**

1. Parties and Date.

This Agreement ("Agreement") is made and entered into this **6th day of December, 2016**, by and between **COUNTY OF YUBA** (the "County") and **CAPITOL PUBLIC FINANCE GROUP, LLC** ("Consultant") (collectively referred to as the "Parties" and each individually as the "Party").

2. Recitals.

2.1 Consultant. Consultant is a professional consultant, experienced and properly certified/licensed to provide the professional services described herein, and is familiar with the plans of the County.

3. Terms.

3.1 Scope of Services, Qualifications and Term.

(a) General Scope of Services. Consultant promises and agrees to furnish all labor, materials, tools, equipment, services, and incidental and customary work necessary to fully and adequately supply professional services, as more particularly described in the scope of work proposal and fee schedule set forth in **Exhibit "A"** attached hereto and incorporated herein by reference (collectively "Services"). All Services shall be subject to, and performed in accordance with, this Agreement, the exhibits attached hereto and incorporated herein by reference, and all applicable local, state and federal laws, rules and regulations.

(b) Fiduciary Duty. In accordance with the Municipal Securities Rulemaking Board Proposed Rule 42, Consultant has provided a Conflict of Interest Disclosure as set forth in **Exhibit "B"**. Consultant shall provide the County with periodic updates of Exhibit "B" on an as-needed basis, including written disclosures of actual or pending conflicts of interests, legal or disciplinary actions, and flat or contingent fee arrangements associated with the issuance of municipal securities or financial products.

3.2 Term. The term of this Agreement shall be from the date first written above and shall continue until June 30, 2017, unless earlier terminated as provided herein. The Parties may mutually agree to extend this term by written amendment.

3.3 Responsibilities of Consultant.

(a) Control and Payment of Consultants and its Subordinates. The County retains Consultant on an independent contractor basis and Consultant is not an employee of the County. Any additional personnel performing the Services under this Agreement on behalf of

Consultant shall at all times be under Consultant's exclusive direction and control. Consultant shall pay all wages, salaries, and other amounts due such personnel in connection with their performance of Services under this Agreement and as required by law including, but not limited to, the payment of prevailing wage, as applicable.

(b) Conformance to Applicable Requirements. All work prepared by Consultant is subject to the approval of the County and any and all applicable regulatory State agencies, and shall be the property of the County.

(c) Work Authorization/Task Order. Consultant shall obtain from the County a written work authorization for the Project prior to commencing any work or performing any Services under this Agreement. Such written work authorization shall reiterate Consultant's duties outlined herein and provide written confirmation of the specific Services, or portion thereof, to be performed, any applicable schedule requirements for such Services, as well as the agreed upon compensation to be provided for such Services consistent with the not to exceed fee set forth this Agreement.

(d) Coordination of Services. Consultant agrees to work closely with the County staff in the performance of Services and shall be available to the County's staff, consultants and other staff at all reasonable times.

(e) Standard of Care. Consultant shall perform all Services under this Agreement in a skillful, competent and timely manner, consistent with the standards generally recognized as being employed by professionals in the same discipline in the State of California. Consultant represents and maintains that it is skilled in the professional calling necessary to perform the Services. Consultant warrants that all of Consultant's employees and subcontractors shall have sufficient skill and experience to perform the Services assigned to them. Consultant further represents that it, its employees and subcontractors or sub-consultants have all licenses, permits, qualifications and approvals of whatever nature that are legally required to perform the Services, and that such licenses and approvals shall be maintained throughout the term of this Agreement. Any of Consultant's employees who are determined by the County to be uncooperative, incompetent, a threat to the adequate or timely completion of the Project, a threat to the safety of persons or property, or any of Consultant's employees who fail or refuse to perform the Services in a manner acceptable to the County, shall be promptly removed from the Project by the Consultant and shall not be re-employed to perform any of the Services or to work on the Project.

(f) Laws and Regulations. Consultant shall keep itself fully informed of and in compliance with all local, state and federal laws, rules and regulations in any manner affecting the performance of the Project or the Services, and shall give all notices required by law. Consultant shall be liable for all violations of such laws and regulations in connection with Services.

(g) Insurance. Consultant shall provide insurance in amount and type subject to the review and approval of the County. Consultant shall also provide County with the copies of its insurance policies prior to commencing work on the Project upon request.

(h) Safety. Consultant shall execute and maintain its work so as to avoid injury or damage to any person or property. In carrying out its Services, the Consultant shall at all times be in compliance with all applicable local, state and federal laws, rules and regulations, and shall exercise all necessary precautions for the safety of its employees and subcontractors appropriate to the nature of the Services and the conditions under which the Services are to be performed.

(i) Project Staffing. Consultant shall provide adequate staff and resources to facilitate all contractors' activity. Should Consultant fail to adequately staff a project, the County may, at its sole discretion, retain third party inspection services and back charge Consultant for all third party fees.

3.4 Fees and Payments.

(a) Compensation. Consultant shall receive compensation, including reimbursements, for all Services rendered under this Agreement for the not-to-exceed fees set forth in Exhibit "A" attached hereto and incorporated herein by reference consistent with the applicable Work Authorization. Consultant shall not be entitled to any compensation under this Agreement except as confirmed in such written Work Authorization. Extra Work may be authorized, as described below, and if authorized, will be compensated at the rates and manner set forth in this Agreement.

(b) Reimbursement of Expenses. Consultant shall not be reimbursed for any expenses unless authorized in writing in advance by the County.

(c) Payment of Compensation. Consultant shall submit to the County upon request an itemized statement which indicates work completed and hours of Services rendered by Consultant. The County shall pay Consultant within a reasonable time and in accordance with this Agreement.

(d) Extra Work. At any time during the term of this Agreement, the County may request that Consultant perform Extra Work. As used herein, "Extra Work" means any Services which are determined by the County to be necessary, but which the Parties did not reasonably anticipate would be necessary at the execution of this Agreement. Consultant shall not perform, nor be compensated for, Extra Work without written supplemental work authorization from the County.

(e) Authority to Amend Agreement. As the authorized representative for the County for the purposes of binding the County to amendments to this Agreement, the County Administrator or his/her designee, may authorize and execute an amendment to this Agreement to add Services and/or increase the not-to-exceed fee by up to twenty-five percent if the County Administrator identifies an immediate need for such an amendment.

3.5 **Maintenance of Accounting Records**. Consultant shall maintain complete and accurate records with respect to all costs and expenses incurred under this Agreement. All such records shall be clearly identifiable. Consultant shall allow a representative of the County during normal business hours to examine, audit, and make transcripts or copies of such records and any other documents created pursuant to this Agreement. Consultant shall allow inspection of all

work, data, documents, proceedings, and activities related to the Agreement for a period of four (4) years from the date of final payment under this Agreement.

3.6 General Provisions.

(a) Suspension of Services. The County may, in its sole discretion, suspend all or any part of Services provided hereunder without cost; provided, however, that if the County shall suspend Services for a period of ninety (90) consecutive days or more and in addition such suspension is not caused by Consultant or the acts or omissions of Consultant, upon rescission of such suspension, the compensation will be subject to adjustment to provide for actual costs and expenses incurred by Consultant as a direct result of the suspension and resumption of Services under this Agreement. Consultant may not suspend its service without the County's express written consent.

(b) Termination of Agreement.

(i) Grounds for Termination. The County may, by written notice to Consultant, terminate the whole or any part of this Agreement at any time and without cause by giving written notice to Consultant of such termination, and specifying the effective date thereof, at least seven (7) days before the effective date of such termination. Upon termination, Consultant shall be compensated only for those services which have been adequately rendered to the County, and Consultant shall be entitled to no further compensation. Consultant may not terminate this Agreement except for cause.

(ii) Effect of Termination. If this Agreement is terminated as provided in this Section, the County may require Consultant to provide all finished or unfinished documents, data, programming source code, reports or any other items prepared by Consultant in connection with the performance of Services under this Agreement. Consultant shall be required to provide such documents and other information within fifteen (15) days of the request.

(iii) Additional Services. In the event this Agreement is terminated in whole or in part as provided herein, the County may procure, upon such terms and in such manner as it may determine appropriate, services similar or identical to those terminated.

(c) Delivery of Notices. All notices permitted or required under this Agreement shall be given to the respective Parties at the following address, or at such other address as the respective Parties may provide in writing for this purpose:

CONSULTANT:

CAPITOL PUBLIC FINANCE GROUP

2436 Professional Drive, Suite 300

Roseville, CA 95661

Tel.: (916) 641-2734

Fax: (916) 921-2734

Attn: **Jeffrey Small, Managing Partner**

COUNTY:**COUNTY OF YUBA**915 8th Street, Suite 115

Marysville, CA 95901

Attn: Robert Bendorf, County Administrator

Such notice shall be deemed made when personally delivered to the address set forth above, or forty-eight (48) hours after deposit in the U.S. Mail, first class postage prepaid and addressed as set forth above. Delivery of notice may also be made by overnight mail with proof of delivery; by facsimile with proof of transmission; or by email if receipt is acknowledged by the recipient of the email notice. Notice shall be deemed adequate on the date actual notice occurred, regardless of the method of service.

(d) Mediation. Disputes arising from this Agreement may be submitted to mediation if mutually agreeable to the Parties hereto. The type and process of mediation to be utilized shall be subject to the mutual agreement of the Parties.

(e) Ownership of Materials and Confidentiality.

(i) All materials and data, including but not limited to, data on magnetic media and any materials and data required to be made or kept pursuant to federal, state or local laws, rules or regulations, prepared or collected by Consultant pursuant to this Agreement, shall be the sole property of the County, except that Consultant shall have the right to retain copies of all such documents and data for its records. The County shall not be limited in any way in its use of such materials and data at any time, provided that any such use not within the purposes intended by this Agreement shall be at the County's sole risk and provided that Consultant shall be indemnified against any damages resulting from such use, including the release of this material to third parties for a use not intended by this Agreement.

(ii) All such materials and data shall be provided to the County, or such other agency or entity as directed by County or required by law, rule or regulation, immediately upon completion of the term of this Agreement as directed by the County. Should the County wish to obtain possession of any such materials or data during the term of this Agreement, it shall make its request in writing. Such information shall be provided to the County within forty-eight (48) hours of its request.

(f) Indemnification. To the fullest extent permitted by law, Consultant shall defend (with counsel of the County's choosing), indemnify and hold the County, its officials, officers, employees, volunteers and agents free and harmless from any and all claims, demands, causes of action, costs, expenses, liability, loss, damage or injury of any kind, in law or equity, to property or persons, including wrongful death, in any manner arising out of, pertaining to, or incident to any alleged acts, errors or omissions, or willful misconduct of Consultant, its officials, officers, employees, subcontractors, consultants or agents in connection with the performance of the Consultant's Services, the Project or this Agreement, including without limitation the payment of all consequential damages, expert witness fees and attorneys' fees and other related costs and expenses. Consultant shall reimburse the County and its officials, officers,

employees, agents, and/or volunteers, for any and all legal expenses and costs incurred by each of them in connection therewith or in enforcing the indemnity herein provided. Consultant's obligation to indemnify shall not be restricted to insurance proceeds, if any, received by the County, its directors, officials officers, employees, agents, or volunteers.

(g) Entire Agreement. This Agreement contains the entire Agreement of the Parties with respect to the subject matter hereof, and supersedes all prior negotiations, understandings or agreements.

(h) Governing Law. This Agreement shall be governed by the laws of the State of California. Any action brought to enforce the terms of this Agreement shall be brought in a state or federal court located in the County of Yuba, State of California.

(i) Time of Essence. Time is of the essence for each and every provision of this Agreement.

(j) The County's Right to Employ Other Consultants. The County reserves right to employ other consultants in connection with this Project. However, Consultant shall be the exclusive consultant for purposes of the Services as noted within this Agreement, unless terminated as provided herein.

(k) Successors and Assigns. This Agreement shall be binding on the successors and assigns of the Parties, and shall not be assigned by Consultant without the prior written consent of the County.

(l) Amendments. This Agreement may not be amended except by a writing signed by the County and Consultant.

(m) Severability. If any section, subsection, sentence, clause or phrases of this Agreement, or the application thereof to any of the Parties, is for any reason held invalid or unenforceable, the validity of the remainder of the Agreement shall not be affected thereby and may be enforced by the Parties to this Agreement.

(n) Interpretation. In interpreting this Agreement, it shall be deemed that it was prepared jointly by the Parties with full access to legal counsel of their own. No ambiguity shall be resolved against any party on the premise that it or its attorneys were solely responsible for drafting this Agreement or any provision thereof.

(o) Conflict of Interest. For the term of this Agreement, no member, officer or employee of the County, during the term of his or her service with the County, shall have any direct interest in this Agreement, or obtain any present or anticipated material benefit arising therefrom.

(p) Non-Waiver. None of the provisions of this Agreement shall be considered waived by either party, unless such waiver is expressly specified in writing.

(q) Exhibits and Recitals. All Exhibits and Recitals contained herein are hereby incorporated into this Agreement by this reference.

(r) Counterparts. This Agreement may be executed in counterparts, each of which shall constitute an original and all of which shall constitute one agreement. Copies of signatures shall have the same force and effect as original signatures.

(s) Authority to Execute. The persons executing this Agreement on behalf of their respective Parties represent and warrant that they have the authority to do so under law and from their respective Parties.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement by their authorized officers as of the day, month and year first written above.

COUNTY OF YUBA

**CAPITOL PUBLIC FINANCE GROUP,
LLC**

By: _____
Name: _____
Title: _____

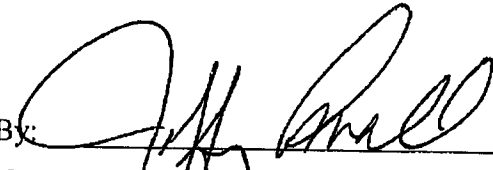
By:  _____
Name: Jeffrey Smal
Title: Managing Partner

EXHIBIT "A"
Scope of Work and Fee Schedule

Capitol Public Finance Group will provide the following, on an as needed basis, as specified by and at the direction of the County, general financial planning and advisory services to the County which include but are not limited to the following:

Municipal Security Issuance Services

- Issuance of a Lease to refinance the 2011 Solar Lease Financing for savings and provide funding for the Sheriffs facility.

In consideration of Municipal Security Issuance Services provided, County of Yuba will pay Capitol Public Finance Group a flat fee of \$15,000 contingent on the successful closing of the 2011 Solar Lease Financing.

EXHIBIT "B"
MSRB Rule G-42 Supplement

Conflict of Interest Disclosure
County of Yuba

As of November 29, 2016

As part of the fiduciary duty Municipal Advisors owe to their clients, Capitol PFG is providing this supplement to advise you of actual or potential conflicts of interest. Capitol PFG is identifying actual or potential conflicts of interest by marking the relevant conflict in the boxes below; providing a brief explanation of the nature, implications and potential consequences of each conflict; and providing an explanation of how Capitol PFG will manage or mitigate the conflict.

Municipal Security Issuance Services

- ☒ Potential conflict of interest arising from compensation for municipal advisory activities to be performed that is contingent on the size or closing of any transaction as to which the municipal advisor is providing advice.

Explanation of Conflict. The fees to be paid by the County of Yuba for Financial Transaction Services to Capitol PFG are contingent on the successful closing of the transaction. Although this form of compensation may be customary, it presents a conflict because Capitol PFG may have an incentive to recommend unnecessary financings or financings that are disadvantageous to the County of Yuba. For example, when facts or circumstances arise that could cause the financing or other transaction to be delayed or fail to close, Capitol PFG may have an incentive to discourage a full consideration of such facts and circumstances, or to discourage consideration of alternatives that may result in the cancellation of the financing or other transaction. Capitol PFG manages and mitigates this conflict primarily by adherence to the fiduciary duty which it owes to municipal entities such as the County of Yuba which require it to put the interests of the County of Yuba ahead of its own.

Copies of Capitol PFG filings with the United States Securities and Exchange Commission can currently be found by accessing the SEC's EDGAR system Company Search Page which is currently available at <https://www.sec.gov/edgar/searchedgar/companysearch.html> and searching for either Capitol Public Finance Group, LLC or for our CIK number which is 0001614042. There have been no material changes to the legal or disciplinary events that Capitol PFG has disclosed to the SEC.

Agreement for Legal Services

(2017 Lease Financing)



THIS AGREEMENT FOR LEGAL SERVICES is made and entered into this _____ day of _____, 2016, by and between the COUNTY OF YUBA (the "County"), and QUINT & THIMMIG LLP, Larkspur, California ("Attorneys").

WITNESSETH:

WHEREAS, the County has determined to (a) refinance its obligations under a lease agreement executed in 2011 to finance various solar energy projects throughout the geographic boundaries of the County (the "2011 Solar Lease"), and (b) to provide additional funds required to renovate and build out of approximately 43,000 square feet of a 56,463 square foot building located at 720 Yuba Street, Marysville, California, acquired by the County in 2011, for use as a Sheriff's facility (the "Sheriff Project"), and to implement a lease financing with the Yuba County Water Agency for such purposes; (the "2017 Lease Financing");

WHEREAS, the County requires the services of bond counsel in connection with the 2017 Lease Financing;

WHEREAS, the County has determined that Attorneys are specially trained and experienced to provide services for accomplishing such financing and Attorneys are willing to provide such services; and

WHEREAS, the public interest, economy and general welfare will be served by this Agreement for Legal Services.

NOW, THEREFORE, IT IS HEREBY AGREED, as follows:

Section 1. Duties of Attorneys.

(a) *Bond Counsel Services.* Attorneys shall provide legal services, as bond counsel, in connection with the authorization, issuance and consummation of the financing proceedings relating to the 2017 Lease Financing. Such services shall include the following:

(i) Confer and consult with the administrative staff of the County as to matters relating to the financing proceedings;

(ii) Attend all meetings of the County and any administrative meetings at which any proceedings are to be discussed, deemed necessary by Attorneys for the proper planning of the financing proceedings or when specifically requested to attend;

(iii) Prepare any required resolutions, resolutions, notices and legal documents necessary for the proper conduct of the financing proceedings relating to the 2017 Lease Financing;

(iv) Review all financial documents for legal sufficiency;

(v) Prepare and provide signature and no-litigation certificates, arbitration certificates and any and all other closing documents required to accompany the 2017 Lease Financing;

(vi) Prepare and provide complete transcripts of the conduct of the proceedings necessary to accompany the 2017 Lease Financing;

(vii) Subject to the completion of proceedings to the satisfaction of Attorneys, provide the legal opinions of Attorneys that the interest with respect to the 2017 Lease Financing is exempt from California personal income taxation;

(viii) Subject to the completion of proceedings to the satisfaction of Attorneys, provide the legal opinions of Attorneys approving the legality of the proceedings relating to the 2017 Lease Financing; and

(ix) Confer and consult with County officials and agents with regard to problems which may arise during the servicing and payment of the 2017 Lease Financing.

(b) *Services Not Provided.* Attorneys shall not be responsible for: (i) any continuing disclosure requirements under federal securities laws that may apply to the 2017 Lease Financing during the period following the closing of the 2017 Lease Financing, (ii) on-going advice and preparation of necessary documentation regarding compliance with section 148 of the Internal Revenue Code of 1986, relating to arbitration limitations and rebate provisions applicable to the financing, or (iii) the representation of the County in connection with any litigation involving the 2017 Lease Financing. Without limiting the generality of the foregoing, Attorneys shall not be responsible for preparing any documentation related to, or for providing any, ongoing continuing disclosure, arbitration and rebate computation services or litigation services in respect of the 2017 Lease Financing without a separate agreement between the County and Attorneys. In addition, unless specifically retained to do so by a separate agreement between Attorneys and the County, Attorneys shall not be responsible for auditing or otherwise reviewing or assuring compliance by the County with any past or existing continuing disclosure obligations of the County related to any debt obligations.

Section 2. Compensation. For the services set forth under Section 1(a) above, Attorneys shall be paid a flat fee of \$15,000, inclusive of all out-of-pocket expenses.

Payment of said fees and expenses shall be entirely contingent, shall be due and payable upon the completion of the 2017 Lease Financing and shall be payable solely from the proceeds of the 2017 Lease Financing and from no other funds of the County.

Section 3. Responsibilities of the County. The County shall cooperate with Attorneys and shall furnish Attorneys with certified copies of all proceedings taken by the County, or other deemed necessary by Attorneys to render an opinion upon the validity of such proceedings. All costs and expenses incurred incidental to the 2017 Lease Financing, including the cost and expense of preparing certified copies of proceedings required by Attorneys in connection with the 2017 Lease Financing and any other expenses incurred in connection with the 2017 Lease Financing, shall be paid from the proceeds of the 2017 Lease Financing.

Section 4. Non-Legal Services. In performing their services as bond counsel pursuant to this Agreement for Legal Services, it is understood and acknowledged by the County that Attorneys will not be providing financial advisory, placement agent, investment banking or other similar services. It is expected that the County will engage other consultants to provide any such services with respect to the financing.

Section 5. Termination of Agreement. This Agreement for Legal Services may be terminated at any time by the County, with or without cause, upon written notice to Attorneys. In the event of such termination, all finished and unfinished documents shall, at the option of the County, become its property and shall be delivered by Attorneys to the County.

Section 6. Amendment or Modification. No amendment, modification, or other alteration of this Agreement shall be valid unless in writing and signed by both of the parties hereto.

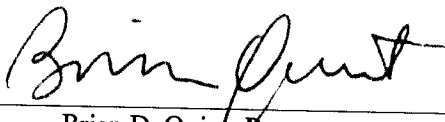
Section 7. Entire Agreement. This Agreement contains the entire agreement of the parties hereto. No other agreement, statement, or promise made on or before the effective date of this Agreement will be binding on the parties hereto.

IN WITNESS WHEREOF, the County and Attorneys have executed this Agreement for Legal Services as of the date first above written.

COUNTY OF YUBA

By _____
Name _____
Title _____

QUINT & THIMMIG LLP

By  _____
Brian D. Quint, Partner

The County of Yuba

(523-1216) Appro... - 1 of 6

HEALTH & HUMAN SERVICES DEPARTMENT

Jennifer Vasquez, Director

5730 Packard Ave., Suite 100, P.O. Box 2320, Marysville, California 95901
Phone: (530) 749-6311 FAX: (530) 749-6281



Nichole Quick, MD, MPH
Health Officer
Phone: (530) 749-6366

TO: Governing Board of the IHSS Public Authority Yuba County

FROM: Jennifer Vasquez, Director
John Crocker, Program Manager
Health & Human Services Department

DATE: December 6, 2016

SUBJECT: Approval of Changes to Administrative Costs Related to Statewide Minimum Wage Increase for IHSS Workers

RECOMMENDATION: It is recommended that the Governing Board of the Public Authority approve the decrease in the Public Authority (PA) and Non-Profit Consortium (NPC) rate for administrative costs and increase the hourly wage related to the In-Home Supportive Services (IHSS) Program from \$10.00 per hour to \$10.50 per hour for all represented IHSS providers effective January 1, 2017.

BACKGROUND: Senate Bill 3, enacted on April 4, 2016, amended Section 1182.12 of the California Labor Code by increasing the minimum wage for all industries to \$10.50 per hour effective on and after January 1, 2017. Counties with IHSS are required to submit a PA/NPC Rate Change Request to the California Department of Social Services (CDSS), Public Authority Unit.

DISCUSSION: Approval from the Governing Board of the Public Authority is required by CDSS and the Department of Health Care Services if the PA Rate Change Request provides for a change in any components other than taxes (i.e. health benefits, non-health benefits or administrative costs). Yuba County has requested a decrease in the administrative cost rate from .27 to .15 (see attached worksheets for reference). The total services & supplies for FY2016/17 decreased \$88,827.00 from the prior rate change reported in FY2009/10. The rate change is calculated by dividing the total budgeted Services & Supplies by the total projected hours.

FISCAL IMPACT: None. The County share has already been included in the Health and Human Services Department budget for Fiscal Year 2016/2017.

IN-HOME SUPPORTIVE SERVICES PROGRAM PUBLIC AUTHORITY/NON-PROFIT CONSORTIUM RATE

To: California Department of Social Services
Adult Programs Division
Public Authority Unit
744 P Street, MS 9-9-04
Sacramento, CA 95814

| | |
|--|---------------------------------|
| COUNTY: Yuba County | |
| CONTACT NAME: Pheng Lee | |
| PA NAME: Yuba County Public Authority | |
| TELEPHONE: (530) 749-6833 | FAX NUMBER: (530) 749-6281 |
| ADDRESS: 5730 Packard Ave Marysville, CA 95901 | |
| EMAIL ADDRESS: plee@co.yuba.ca.us | |

Please address questions regarding this form to the Public Authority Unit, at (916) 651-3488.

Please complete the budget narrative below and attach supporting documentation explaining how each component of the rate was determined. The total Public Authority (PA) and Non-profit Consortium (NPC) rate should include a rate for services (wage and benefits) and a rate for administrative costs. The total rate for wages and benefits should be broken down to include an hourly wage, payroll taxes, health and non-health benefits. The State is legally authorized to share only in the costs of individual health benefits for IHSS providers, however, these costs may be eligible for Title XIX reimbursement.

- The state will only participate in hourly wage and benefits up to \$12.10 per hour unless otherwise provided for in the Annual Budget Act or appropriated by statute.
- The state will not participate in increases to wages or employment taxes, or increases or expansions of benefits negotiated or agreed to by a PA or NPC unless provided for in the Annual Budget Act or appropriated by statute.
- No increase in wages or benefits negotiated or agreed to by a PA or NPC shall take effect until it has been approved by the State (CDSS/DHCS) or unless provided for in the Annual Budget Act or appropriated by statute.

I hereby certify that the proposed IHSS MOE adjustment includes no locally negotiated health benefit rate changes and no changes that modify who is eligible for health benefits (only applies to non-locally negotiated health benefit rates).

Approved by: Jennifer Pasquini Date: 11/9/16

BUDGET NARRATIVE

| | | Current Rate | Requested Rate | Difference |
|--|----|--------------|----------------|------------|
| PA/NPC Hourly Rate: | 1 | \$12.30 | \$13.14 | \$0.84 |
| PA/NPC Hourly Administrative Cost: | 2 | \$0.27 | \$0.15 | -\$0.12 |
| Hourly Services Cost: Total | 3 | \$12.03 | \$12.99 | \$0.96 |
| Hourly Wage (locally negotiated) | 4 | \$10.00 | \$0.00 | -\$10.00 |
| Hourly Wage (non-locally negotiated) | 5 | \$0.00 | \$10.50 | \$10.50 |
| Payroll Taxes (FUTA, SUI, FICA) | 6a | \$1.43 | \$1.89 | \$0.46 |
| Health Benefits (locally negotiated) | 6b | \$0.60 | \$0.60 | \$0.00 |
| Health Benefits (non-locally negotiated) | 7 | | | |
| Non-Health Benefits (if any) | 8 | | | |

Comments: Please include the Line-by-Line Budget Narrative with PA Rate Change Package

In-Home Supportive Services Public Authority of
The County of Yuba
2016-17

(523-1216) Appro... - 3 of 6

AT \$10.50

Projected Annual Hours 780,111

| Fund 109 | | IP Wages & Taxes | | EXPENDITURES | RATE |
|--------------------------------|---|------------------|--|--------------|---------|
| 23-03 | IP Wages@ 780,111 proj hrs @ \$10.50 per hr | | | 8,191,168 | 10.50 |
| 23-03 | IP P/R Taxes @ | 0.18 | | 1,474,410 | 1.89 |
| TOTAL OTHER CHARGES | | | | 9,665,578 | 12.39 |
| OPERATING, EXPENSE & EQUIPMENT | | | | EXPENDITURES | RATE |
| 12-00 | Communication | | | 0 | 0.000 |
| 14-00 | Household Expense | | | 0 | 0.000 |
| 15-00 | Insurance | | | 0 | 0.000 |
| 17-00 | Maint.Equipment | | | 0 | 0.000 |
| 18-00 | Maint. Structures | | | 3,150 | 0.004 |
| 20-00 | Membership | | | 0 | 0.000 |
| 22-00 | Office Expense | | | 0 | 0.000 |
| 23-00 | Professional Services | | | 0 | 0.000 |
| 23-02 | Contracted Service | | | 0 | 0.000 |
| 25-00 | Lease-Equipment | | | 107,296 | 0.138 |
| 26-00 | Rents & Leases Structures | | | 0 | 0.000 |
| 28-00 | Special Department Expense | | | 0 | 0.000 |
| 28-07 | Spec Dept Exp-SNAC | | | 3,500 | 0.004 |
| 29-00 | Travel | | | 0 | 0.000 |
| 30-00 | Utilities | | | 100 | 0.000 |
| 53-01 | A-87 Charges | | | 0 | 0.000 |
| 53-02 | Agency Admin | | | 4,583 | 0.006 |
| 62-00 | Fixed Assets | | | 0 | 0.000 |
| TOTAL SERVICES & SUPP. | | | | 118,629 | 0.15207 |
| OTHER CHARGES | | | | EXPENDITURES | RATE |
| 28-00 | Spec Dept Exp (Provider Benefits) | | | 468,067 | 0.60 |
| TOTAL OTHER CHARGES | | | | 468,067 | 0.60 |
| TOTAL BUDGET | | | | | |

In-Home Supportive Services Public Authority of
The County of Yuba
FY 2009-10

(523-1216) Appro... - 4 of 6

Projected Annual Hours 780,100

| Fund 109 | IP Wages & Taxes | EXPENDITURES | RATE |
|----------|---|--------------|-------|
| 23-03 | IP Wages @ 780,100 projected hours @ \$10.00 per hour | 7,801,000 | 10.00 |
| 23-03 | IP P/R Taxes @ 15.00% | 1,170,150 | 1.50 |

| | | |
|---------------------|-----------|-------|
| TOTAL OTHER CHARGES | 8,971,150 | 11.50 |
|---------------------|-----------|-------|

| | OPERATING, EXPENSE & EQUIPMENT | EXPENDITURES | RATE |
|-------|--------------------------------|--------------|-------|
| 12-00 | Communication | 0 | 0.000 |
| 14-00 | Household Expense | 0 | 0.000 |
| 15-00 | Insurance | 0 | 0.000 |
| 17-00 | Maint. Equipment | 2,400 | 0.003 |
| 18-00 | Maint. Structures | 0 | 0.000 |
| 20-00 | Membership | 2,363 | 0.003 |
| 22-00 | Office Expense | 0 | 0.000 |
| 23-00 | Professional Services | 0 | 0.000 |
| 23-02 | Contracted Service | 200,193 | 0.257 |
| 25-00 | Lease-Equipment | 0 | 0.000 |
| 26-00 | Rents & Leases Structures | 0 | 0.000 |
| 28-00 | Special Department Expense | 2,000 | 0.003 |
| 28-07 | Spec Dept Exp-SNAC | 0 | 0.000 |
| 29-00 | Travel | 500 | 0.001 |
| 30-00 | Utilities | 0 | 0.000 |
| 53-01 | A-87 Charges | 0 | 0.000 |
| 53-02 | Agency Admin | 0 | 0.000 |
| 62-00 | Fixed Assets | 0 | 0.000 |

| | | |
|------------------------|---------|---------|
| TOTAL SERVICES & SUPP. | 207,456 | 0.26593 |
|------------------------|---------|---------|

| | OTHER CHARGES | EXPENDITURES | RATE |
|-------|-----------------------------------|--------------|--------|
| 28-00 | Spec Dept Exp (Provider Benefits) | 488,940 | 0.63 |
| 90-00 | Reimbursements/SOC (SEIU) | (20,880) | (0.03) |
| | TOTAL OTHER CHARGES | 468,060 | 0.60 |

| | | |
|---------------------|---------|------|
| TOTAL OTHER CHARGES | 468,060 | 0.60 |
|---------------------|---------|------|

Total projected hours 780,100

| | | |
|----------------------------|--------------|--------------|
| Revenue 09/10 | | \$129,772.00 |
| Fed/State Revenue | \$556,081.10 | |
| County Share-Reimbursement | \$119,434.62 | 468060.00 |
| | \$675,516 | 467007.00 |
| Revenue 08/09 | \$106,452.00 | 1053.00 |
| County Share Reimbursement | | |
| Difference | \$12,982.62 | |

YUBA County: IHSS PA Rate Worksheet

FY 16/17

Projected yearly hours

780,111

| ITEM | BUDGET | SERVICES | ADMIN | Portion of RATE |
|--|----------------------|--------------------|--------------------|-----------------------------|
| Provider Costs | | | | |
| 1 IP Wages = proj yearly hours @ \$10.50 per hr | \$ 8,191,168 | \$ 8,191,168 | | 10.5000 |
| 2 IP Employer Taxes @ 18% | \$ 1,474,410 | \$ 1,474,410 | | 1.8900 |
| 3 Health Benefits | \$ 468,067 | \$ 468,067 | | 0.6000 |
| | \$ - | | | 0.0000 |
| Total Provider Costs | \$ 10,133,645 | \$ 10,133,645 | | 12.9900 |
| Public Authority Administrative costs | | | | |
| Salaries & Benefits | \$ - | | \$ - | 0.0000 |
| Overhead Expenses | \$ - | | \$ 118,629 | 0.1521 |
| | | | | |
| | | | | |
| | | | | |
| Total Public Authority Administrative costs | \$ - | | \$ 118,629 | 0.15 |
| TOTAL | \$ 10,133,645 | \$ 10,133,645 | | \$ 13.14 |
| Total hourly rate: The hourly rate is computed by adding total services costs and total administrative costs and dividing by the number of | | | | |
| PA Rate | Services Cost | Admin Costs | Total Hours | Total PA Hourly Rate |
| Services Rate = Services Cost Divided by Total Hours | \$ 10,133,645 + \$ | 118,629.48 / \$ | 780,111 = | \$ 13.14 |
| Admin Rate = Admin Cost Divided by Total Hours | \$ 10,133,645 | \$ - / | \$ 780,111 = | \$ 12.99 |
| | | \$ 118,629.48 / | \$ 780,111 = | \$ 0.15 |

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The County of Yuba

HUMAN RESOURCES and ORGANIZATIONAL SERVICES

JILL ABEL, DIRECTOR



524-1216
(524-1216) Provi... - 1 of 4

618 S. STREET, STE 113
MARYSVILLE, CA 95901

(530) 749-7860 • PHONE
(530) 749-7864 • FAX

TO: Board of Supervisors
FROM: Jill Abel, Human Resources Director
DATE: December 6, 2016
SUBJECT: Revision to the County of Yuba's resolution establishing procedures for determining public safety officer industrial disability retirement applications

RECOMMENDATION

Request that the Board of Supervisors provide direction on the revision of the County's industrial disability retirement application determination procedures and adopt staff's recommendation that the Board of Supervisors makes the ultimate determination.

BACKGROUND

The purpose of this report is to seek direction from the Board of Supervisors regarding the modification of the County of Yuba's resolution which establishes the procedure for determining whether a Local Safety Member is entitled to an Industrial Disability Retirement. Modifications to the existing resolution are necessary due to changes in applicable law that have occurred since the existing resolutions were adopted.

The County of Yuba contracts with CalPERS ("PERS") with respect to the administration of retirement benefits for both sworn public safety officers and non-sworn employees. When a public safety officer asserts that he/she is entitled to an Industrial Disability Retirement ("IDR") as the result of an incapacitating work-related injury that prevents him/her from fulfilling his/her essential job functions, the decision of whether to grant or deny that request is currently reviewed by the Human Resources Director. Under the existing County of Yuba resolution, the Human Resources Director has the authority to make the initial determination approving or denying the IDR request, though the employee may appeal the denial to an Administrative Law Judge (ALJ) and the Worker's Compensation Appeals Board. Under the existing resolution, if an IDR applicant chooses to appeal to an ALJ, the ALJ's proposed decision would be provided to the Yuba County Board of Supervisor who will review the decision and decide whether or not to adopt it. The Yuba County Board of Supervisors then issues a final decision on the IDR.

As a result of changes in state law, Yuba County's resolution establishing the procedures for IDR determinations needs to be revised. The County can continue to delegate the initial determination to the Human Resources Director, giving the affected employee the right to appeal that decision through an administrative hearing conducted consistent with the California Administrative Procedure Act. There are two procedural options for the administrative hearing.

DISCUSSION

The County of Yuba adopted its original resolutions dealing with IDR determinations in 1989. Resolution No. 1989-50 delegated authority for the initial determination to the Human Resources Director, or his/her designee(s) to make an industrial disability determination as respects a public safety officer, and established the procedure by which that determination is made.

Following the adoption of Resolutions 1989-50, legislation was passed which: 1) limits the Director's determination of disability to an initial determination; and 2) requires the establishment of an appeals process in the cases where there is a dispute as to whether the involved public safety member is entitled to an Industrial Disability Retirement. On application for an Industrial Disability Retirement (IDR) by a local safety officer employee, Government Code §21154 and §21156 requires that the employing agency make two determinations. First, the contract agency must determine whether applicant for IDR is incapacitated from the performance of his or her job duties. Secondly, the employing agency must make a determination as to whether or not the physical or mental disability for which applicant claims to be incapacitated arose from the performance of his or her job duties and is directly the result of an industrial injury arising out of and occurring in the scope of his or her job duties.

The new legislation addresses the four potential IDR application scenarios as follows:

1. Admitted Incapacity; Admitted Industrial Causation

If the employing agency finds the member to be physically or mentally incapacitated from the performance of his or her job duties and in addition makes a determination that the incapacity was directly the result of an industrial injury, the employing agency will so certify to PERS, which will process the industrial disability retirement. Certification is the formal transmittal to PERS of the agency's decision.

2. Admitted Incapacity; Agreed Non-Industrial Causation

If the contract agency finds the member to be incapacitated from the performance of his or her job and all parties agree that the cause of the incapacity is non-industrial, the agency will so certify to PERS which will process an ordinary disability retirement according to the applicable length of service requirements. (Government Code §21025)

3. Admitted Incapacity; Disputed Industrial Causation

If the agency admits that the member is incapacitated, but there is a dispute as to whether the cause of the incapacity is industrial, the issue of causation must be determined by the Worker's Compensation Appeals Board. (Government Code §21166) Only subsequent to a determination by the Worker's Compensation Appeals Board would the employing agency be in a position to make a determination on causation.

4. Disputed Incapacity; Disputed Causation

If a dispute exists as to whether the safety member is in fact incapacitated from the performance of his or her job duties, and in addition, there is a dispute over whether or not the incapacity arises out of an industrial injury, Government Code §21154 authorizes the County to make the determination on incapacity through a dispute resolution system which is in compliance with the Administrative Procedure Act. The initial determination is made by the Human Resources Director or other Board of Supervisors designee. If the applicant seeks to appeal the Human Resources Director's decision, the courts have held that pursuant to Government Code §11512, the governing body (i.e. Board of Supervisors) has the option of : 1) hearing the case itself with an Administrative Law Judge presiding; or 2) having the Administrative Law Judge hear the case alone. The Applicant would also be entitled to appeal the decision of the Board of Supervisors to the Superior Court, by way of a Petition for Writ of Mandate.

Based on a thorough review of our current IDR procedures, staff recommends that the Board of Supervisors adopt a resolution delegating the authority to the Human Resources Director to make an initial determination

of incapacity and whether such incapacity is industrial. However, prior to drafting (524-1216) Provi... - 3 of 4 t the Board of Supervisors provide direction on the hearing procedure the County will use for IDR initial determination appeals. Following direction from the Board of Supervisors on one of the options listed below, a revised resolution will be drafted for approval of the Board of Supervisors.

There are two hearing procedure options outlined in the law. Generally, an administrative hearing on these matters will last 1-3 days:

Option 1 (Staff recommendation): In the event that the Human Resources Director's determination is rejected by the applicant and a hearing is requested, the County utilize the authorized procedure whereby the Board of Supervisors makes the ultimate determination, with an appointed Administrative Law Judge presiding.

Option 2: In the event that the Human Resources Director's determination is rejected by the applicant and a hearing is requested, the alternative hearing procedure would be for the Administrative Law Judge to make the determination in the absence of Board of Supervisors input. Staff does not recommend this alternative, for it eliminates the Board of Supervisors from having a role in the decision making process.

It should be noted that notwithstanding the appeals procedures described above, upon an initial decision by the Human Resources Director rejecting an IDR Application on the basis that the injury is not industrial, the applicant may sidestep the County's review process and seek review by the Worker's Compensation Appeal Board. (Government Code §21166)

FISCAL IMPACT

The fiscal impact is unknown. Associated costs would be dependent upon whether or not an industrial disability retirement applicant appeals an initial determination of disability. If such an appeal were made, the County may incur costs for an Administrative Law Judge to act as a hearing officer and a certified stenographer as required by the Administrative Procedures Act regardless of what procedural process is used.

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The County of Yuba

HUMAN RESOURCES and ORGANIZATIONAL SERVICES

JILL ABEL, DIRECTOR



525-1216
(525-1216) Adopt... - 1 of 76

MARYSVILLE, CA 95901

(530) 749-7860 • PHONE
(530) 749-7864 • FAX

TO: Board of Supervisors
FROM: Jill Abel, Human Resources Director
DATE: December 6, 2016
SUBJECT: Amend the County's Basic Salary Schedule in its entirety &
Ratify three years of previous salary schedules pursuant to State regulations

RECOMMENDATION

1. Adopt resolution approving the Classification System – Basic Salary / Hourly Schedule in its entirety effective November 1, 2016; and
2. Adopt the attached resolution ratifying Resolutions No.2013-73, No.2014-53, No. 2015-61 and No.2016-77 in compliance with Government Code Section 20636 and Title 2 California Code of Regulations Section 570.5 as defined by CalPERS.

DISCUSSION

In August of 2011, Title 2 California Code of Regulations (CCR) Section 570.5 was enacted to enhance disclosure and transparency of public employee compensation by clarifying the requirements for local agency's publicly available salary schedule. Yuba County's salary schedule was originally thought to be in compliance. However, in October of this year, CalPERS made an official determination that Yuba County's salary schedule was out of compliance with Government Code Section 20636 and 2 CCR 570.5(a). CalPERS warned that our non-compliance would result in negative impacts to recent and future retirees.

Specifically, CalPERS found the County deficient in the following two areas:

1. 2 CCR 570.5 (a)(8) "Does not reference another document in lieu of disclosing the payrate". CalPERS determined that referencing the merit/longevity table on the last page of the current salary schedule failed to comply with requirement eight of Section 570.5(a).
2. Government Code Section 20636(b)(1) states, "'Payrate' means the normal monthly rate of pay or base pay of the member...pursuant to publicly available pay schedules..." CalPERS determined that since our maximum monthly salary under merit is not listed alongside the base salary it cannot be considered in the 'payrate'. Additionally, our merit table is not "reportable compensation" because the table includes years of service and the governing regulations state years of service is not "reportable compensation" until year six.

Accordingly, CalPERS has requested that Yuba County update its current salary schedule and previous salary schedules dating back to July of 2013 to address the deficient areas to meet all eight requirements under 2 CCR 570.5(a). If the County's fails to address the deficient areas in our salary schedule, CalPERS will defer to 2 CCR 570.5(b) which states, "Whenever an employer fails to meet the requirements in subdivision (a), the Board, in its sole discretion, may determine an amount that will be considered to be payrate..." CalPERS has already applied its discretion with a recent retiree and former employee of the County. The former employee is currently receiving a reduced retirement allowance because CalPERS will not recognize his years of service identified under the merit portion of our table until our salary table meet their specifications.

The proposed changes to the salary schedule(s) meet the eight requirements under the regulations and have been accepted by CalPERS.

COMMITTEE

This item has bypassed committee due to the limited Board of Supervisors meetings and due to the time sensitivity of getting in compliance with State regulations.

FISCAL IMPACT

Administrative action only.

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

IN RE:

RESOLUTION ADOPTING THE
CLASSIFICATION SYSTEM – BASIC SALARY
SCHEDULE

RESOLUTION NO. _____

NOW, THEREFORE, BE IT RESOLVED that the Yuba County Board of Supervisors hereby adopts the Classification System – Basic Salary Schedule, effective November 1, 2016, that is attached hereto, marked as **ATTACHMENT "A"** and by this reference incorporated herein as though set-forth in full.

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: Countney C. H.

(525-1216) Adopt... - 4 of 76

YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: November 2016

| CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|---|-----------|-----------------------|-------------|-----------------|-------------|-----------------|-------------|-----------------|-------------|
| | | MINIMUM | MINIMUM | PRIOR TO 7/1/13 | POST 7/1/13 | PRIOR TO 7/1/13 | POST 7/1/13 | PRIOR TO 7/1/13 | POST 7/1/13 |
| | | MONTHLY SALARY (BASE) | HOURLY RATE | MONTHLY SALARY | HOURLY RATE | MONTHLY SALARY | HOURLY RATE | MONTHLY SALARY | HOURLY RATE |
| AAUD-1 ACCOUNTANT-AUDITOR I | 4 | 3,659 | 21.11 | 4,450 | 25.67 | 4,757 | 27.44 | 5,818 | 33.57 |
| AAUD-2 ACCOUNTANT-AUDITOR II | 4 | 3,999 | 23.07 | 4,863 | 28.06 | 5,199 | 29.99 | 6,359 | 36.69 |
| ACAS-1 ACCOUNTING ASSISTANT I | 1 | 2,350 | 13.56 | 2,858 | 16.49 | 3,055 | 17.63 | 3,737 | 21.56 |
| ACAS-2 ACCOUNTING ASSISTANT II | 1 | 2,566 | 14.80 | 3,121 | 18.01 | 3,336 | 19.25 | 4,080 | 23.54 |
| ACSP ACCOUNTING SPECIALIST | 1 | 2,805 | 16.18 | 3,411 | 19.68 | 3,647 | 21.04 | 4,460 | 25.73 |
| ATEC ACCOUNTING TECHNICIAN | 3 | 3,062 | 17.67 | 3,724 | 21.48 | 3,981 | 22.97 | 4,869 | 28.09 |
| AASU ADMINISTRATION & ACCOUNTING SUPERVISOR | 5 | 3,883 | 22.40 | 4,722 | 27.24 | 5,048 | 29.12 | 6,174 | 35.62 |
| AAHS ADMINISTRATIVE ANALYST - HUMAN SERV | 4 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 |
| AAAN-1 ADMINISTRATIVE ANALYST I | 4 | 4,118 | 23.76 | 5,008 | 28.89 | 5,354 | 30.89 | 6,548 | 37.78 |
| AAAN-2 ADMINISTRATIVE ANALYST II | 4 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 |
| ASMR ADMINISTRATIVE SERVICES MANAGER | 8 | 5,214 | 30.08 | 6,341 | 36.58 | 6,779 | 39.11 | 8,291 | 47.83 |
| ASOF-1 ADMINISTRATIVE SERVICES OFFICER I | 8 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 |
| ASOF-2 ADMINISTRATIVE SERVICES OFFICER II | 8 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 |
| ADTC ADMINISTRATIVE TECHNICIAN | 4 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 |
| AGSE AG COMMISSIONER SEALER OF WEIGHTS & | 8 | 8,879 | 51.23 | 10,797 | 62.29 | 11,543 | 66.59 | 14,118 | 81.45 |
| AGMS-1 AG WEIGHTS & MEASURES SPECIALIST I | 4 | 3,883 | 22.40 | 4,722 | 27.24 | 5,048 | 29.12 | 6,174 | 35.62 |
| AGMS-2 AG WEIGHTS & MEASURES SPECIALIST II | 4 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 |
| AGMS-3 AG WEIGHTS & MEASURES SPECIALIST III | 4 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 |
| ARMG AIRPORT MANAGER | 8 | 5,700 | 32.88 | 6,932 | 39.99 | 7,410 | 42.75 | 9,063 | 52.29 |
| ANCO ANIMAL CARE SERVICES OFFICER | 2 | 2,890 | 16.67 | 3,515 | 20.28 | 3,757 | 21.68 | 4,596 | 26.52 |
| ACTE ANIMAL CARE TECHNICIAN | 2 | 2,420 | 13.96 | 2,943 | 16.98 | 3,146 | 18.15 | 3,848 | 22.20 |
| APSP APPEALS SPECIALIST | 3 | 3,879 | 22.38 | 4,717 | 27.21 | 5,043 | 29.09 | 6,168 | 35.58 |
| ASAS-1 ASSESSMENT ASSISTANT I | 1 | 2,420 | 13.96 | 2,943 | 16.98 | 3,146 | 18.15 | 3,848 | 22.20 |
| ASAS-2 ASSESSMENT ASSISTANT II | 1 | 2,642 | 15.24 | 3,213 | 18.54 | 3,435 | 19.82 | 4,201 | 24.24 |

YUBA COUNTY

Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: November 2016

| 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 |
| AS | ASSESSMENT SPECIALIST | 1 | 2,974 | 17.16 | 3,617 | 20.87 | 3,867 | 22.31 | 4,729 | 27.28 | 4,015 | 23.16 |
| AASR | ASSISTANT ASSESSOR | 8 | 7,437 | 42.91 | 9,044 | 52.18 | 9,669 | 55.78 | 11,825 | 68.22 | 10,040 | 57.92 |
| AACR | ASSISTANT AUDITOR-CONTROLLER | 8 | 7,437 | 42.91 | 9,044 | 52.18 | 9,669 | 55.78 | 11,825 | 68.22 | 10,040 | 57.92 |
| ACPO | ASSISTANT CHIEF PROBATION OFFICER | 8 | 7,964 | 45.95 | 9,685 | 55.88 | 10,354 | 59.73 | 12,663 | 73.06 | 10,752 | 62.03 |
| ASCA | ASSISTANT COUNTY ADMINISTRATOR | 8 | 10,912 | 62.95 | 13,269 | 76.55 | 14,186 | 81.84 | 17,351 | 100.10 | 14,732 | 84.99 |
| ASEN | ASSISTANT ENGINEER | 4 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 | 6,840 | 39.46 |
| AHRA | ASSISTANT HUMAN RESOURCES ANALYST | 11 | 3,767 | 21.73 | 4,581 | 26.43 | 4,898 | 28.26 | 5,990 | 34.56 | 5,086 | 29.34 |
| AHRD | ASSISTANT HUMAN RESOURCES DIRECTOR | 8 | 7,438 | 42.91 | 9,045 | 52.18 | 9,670 | 55.79 | 11,827 | 68.23 | 10,042 | 57.93 |
| ASPW | ASSISTANT PUBLIC WORKS SUPERINTENDENT | 5 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 | 5,727 | 33.04 |
| ASSU | ASSISTANT SURVEYOR | 4 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 | 6,840 | 39.46 |
| ASCI | ASSOCIATE CIVIL ENGINEER | 4 | 6,416 | 37.02 | 7,802 | 45.01 | 8,341 | 48.12 | 10,202 | 58.86 | 8,662 | 49.97 |
| ASOE | ASSOCIATE ENGINEER | 4 | 5,534 | 31.93 | 6,730 | 38.83 | 7,195 | 41.51 | 8,800 | 50.77 | 7,471 | 43.10 |
| ASOS | ASSOCIATE SURVEYOR | 4 | 6,048 | 34.89 | 7,355 | 42.43 | 7,863 | 45.36 | 9,617 | 55.48 | 8,165 | 47.11 |
| ASAG | ASST AG & WGT'S & MEASURES COMM | 8 | 6,605 | 38.11 | 8,032 | 46.34 | 8,587 | 49.54 | 10,502 | 60.59 | 8,917 | 51.44 |
| ADRA | ASST DIRECTOR ADMINISTRATIVE SERVICES | 8 | 7,437 | 42.91 | 9,044 | 52.18 | 9,669 | 55.78 | 11,825 | 68.22 | 10,040 | 57.92 |
| ADPL | ASST DIRECTOR OF PLANNING | 8 | 7,889 | 45.51 | 9,594 | 55.35 | 10,256 | 59.17 | 12,544 | 72.37 | 10,651 | 61.45 |
| ASDR | ASST PUBLIC WORKS DIRECTOR | 8 | 8,368 | 48.28 | 10,176 | 58.71 | 10,879 | 62.76 | 13,306 | 76.77 | 11,297 | 65.18 |
| ASTT | ASST TREASURER AND TAX COLLECTOR | 8 | 7,437 | 42.91 | 9,044 | 52.18 | 9,669 | 55.78 | 11,825 | 68.22 | 10,040 | 57.92 |
| ATNY-1 | ATTORNEY I | 14 | 5,217 | 30.10 | 6,344 | 36.60 | 6,783 | 39.13 | 8,296 | 47.86 | 7,043 | 40.63 |
| ATNY-2 | ATTORNEY II | 14 | 6,048 | 34.89 | 7,355 | 42.43 | 7,863 | 45.36 | 9,617 | 55.48 | 8,165 | 47.11 |
| ATTN-3 | ATTORNEY III | 14 | 7,221 | 41.66 | 8,781 | 50.66 | 9,388 | 54.16 | 11,482 | 66.24 | 9,749 | 56.24 |
| AUAP-1 | AUDITOR-APPRAISER I | 4 | 3,553 | 20.50 | 4,321 | 24.93 | 4,619 | 26.65 | 5,650 | 32.60 | 4,797 | 27.68 |
| AUAP-2 | AUDITOR-APPRAISER II | 4 | 3,879 | 22.38 | 4,717 | 27.21 | 5,043 | 29.09 | 6,168 | 35.58 | 5,237 | 30.21 |
| AUAP-3 | AUDITOR-APPRAISER III | 4 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 | 5,727 | 33.04 |

YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: November 2016

| CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|---|-----------|-----------------------|-------------|-----------------|-------------|-----------------|-------------|-----------------|-------------|
| | | MINIMUM | MINIMUM | PRIOR TO 7/1/13 | POST 7/1/13 | PRIOR TO 7/1/13 | POST 7/1/13 | PRIOR TO 7/1/13 | POST 7/1/13 |
| | | MONTHLY SALARY (BASE) | HOURLY RATE | MONTHLY SALARY | HOURLY RATE | MONTHLY SALARY | HOURLY RATE | MONTHLY SALARY | HOURLY RATE |
| BG BUILDING & GROUNDS SUPERVISOR | 5 | 3,880 | 22.38 | 4,719 | 27.23 | 5,044 | 29.10 | 6,170 | 35.60 |
| BUIN-1 BUILDING INSPECTOR I | 3 | 3,879 | 22.38 | 4,717 | 27.21 | 5,043 | 29.09 | 6,168 | 35.58 |
| BUIN-2 BUILDING INSPECTOR II | 3 | 4,239 | 24.46 | 5,155 | 29.74 | 5,511 | 31.79 | 6,741 | 38.89 |
| BUIN-3 BUILDING INSPECTOR III | 3 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 |
| BMCU BUILDING MAINTENANCE CUSTODIAN | 2 | 2,216 | 12.78 | 2,695 | 15.55 | 2,881 | 16.62 | 3,524 | 20.33 |
| BMTE-1 BUILDING MAINTENANCE TECHNICIAN I | 2 | 2,805 | 16.18 | 3,411 | 19.68 | 3,647 | 21.04 | 4,460 | 25.73 |
| BMTE-2 BUILDING MAINTENANCE TECHNICIAN II | 2 | 3,067 | 17.69 | 3,730 | 21.52 | 3,988 | 23.01 | 4,877 | 28.14 |
| CDRT-1 CADASTRAL DRAFTING TECHNICIAN I | 3 | 2,975 | 17.16 | 3,618 | 20.87 | 3,868 | 22.32 | 4,731 | 27.29 |
| CDRT-2 CADASTRAL DRAFTING TECHNICIAN II | 3 | 3,350 | 19.33 | 4,074 | 23.50 | 4,355 | 25.13 | 5,327 | 30.73 |
| CMGR-1 CASE MANAGER I | 3 | 2,805 | 16.18 | 3,411 | 19.68 | 3,647 | 21.04 | 4,460 | 25.73 |
| CMGR-2 CASE MANAGER II | 3 | 3,157 | 18.21 | 3,839 | 22.15 | 4,105 | 23.68 | 5,020 | 28.96 |
| CMGR-3 CASE MANAGER III | 3 | 3,350 | 19.33 | 4,074 | 23.50 | 4,355 | 25.13 | 5,327 | 30.73 |
| CCMG CCS CASE MANAGER | 3 | 3,157 | 18.21 | 3,839 | 22.15 | 4,105 | 23.68 | 5,020 | 28.96 |
| CBOF CHIEF BUILDING OFFICIAL | 8 | 7,217 | 41.64 | 8,776 | 50.63 | 9,383 | 54.13 | 11,476 | 66.21 |
| CDAI CHIEF DA INVESTIGATOR | 7 | 5,268 | 30.39 | 6,406 | 36.96 | 6,849 | 39.51 | 8,377 | 48.33 |
| CDAI CHIEF DEPUTY ASSESSOR - ADMINISTRATION | 8 | 4,917 | 28.37 | 5,980 | 34.50 | 6,393 | 36.88 | 7,819 | 45.11 |
| CDCC CHIEF DEPUTY COUNTY COUNSEL | 8 | 9,991 | 57.64 | 12,150 | 70.10 | 12,989 | 74.94 | 15,886 | 91.65 |
| CDDA CHIEF DEPUTY DISTRICT ATTORNEY | 8 | 9,418 | 54.33 | 11,453 | 66.08 | 12,244 | 70.64 | 14,975 | 86.39 |
| CDTT CHIEF DEPUTY TREASURER / TAX COLLECTOR | 8 | 4,917 | 28.37 | 5,980 | 34.50 | 6,393 | 36.88 | 7,819 | 45.11 |
| CHIO CHIEF INFORMATION OFFICER | 8 | 9,701 | 55.97 | 11,797 | 68.06 | 12,612 | 72.76 | 15,425 | 88.99 |
| CPRO CHIEF PROBATION OFFICER | 8 | 9,230 | 53.25 | 11,224 | 64.75 | 11,999 | 69.23 | 14,676 | 84.67 |
| CSTE CHILD SUPPORT TECHNICIAN | 3 | 2,492 | 14.38 | 3,031 | 17.49 | 3,240 | 18.69 | 3,963 | 22.86 |
| CLBS CLERK OF THE BOARD OF SUPERVISORS | 8 | 5,697 | 32.87 | 6,928 | 39.97 | 7,407 | 42.73 | 9,059 | 52.26 |
| CKRM CLERK-RECORDER MANAGER | 8 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 |

YUBA COUNTY

Classification System - Basic Salary/Hourly Schedule EFFECTIVE DATE: November 2016

(525-1216) Adopt... - 7 of 76

| CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|---|-----------|-----------------------|---------------------|-----------------|---------------------|----------------|---------------------|-----------------|---------------------|
| | | MINIMUM | | PRIOR TO 7/1/13 | | POST 7/1/13 | | PRIOR TO 7/1/13 | |
| | | MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MONTHLY SALARY | MAXIMUM HOURLY RATE | MONTHLY SALARY | MAXIMUM HOURLY RATE | MONTHLY SALARY | MAXIMUM HOURLY RATE |
| CS CLINICAL SOCIAL WORKER I | 4 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 |
| CSWR-2 CLINICAL SOCIAL WORKER II | 4 | 5,534 | 31.93 | 6,730 | 38.83 | 7,195 | 41.51 | 8,800 | 50.77 |
| CEMR CODE ENFORCEMENT MANAGER | 8 | 7,217 | 41.64 | 8,776 | 50.63 | 9,383 | 54.13 | 11,476 | 66.21 |
| CEOF CODE ENFORCEMENT OFFICER | 3 | 3,999 | 23.07 | 4,863 | 28.06 | 5,199 | 29.99 | 6,359 | 36.69 |
| CEOF-1 CODE ENFORCEMENT OFFICER I | 3 | 3,768 | 21.74 | 4,582 | 26.43 | 4,899 | 28.26 | 5,992 | 34.57 |
| CEOF-2 CODE ENFORCEMENT OFFICER II | 3 | 4,118 | 23.76 | 5,008 | 28.89 | 5,354 | 30.89 | 6,548 | 37.78 |
| COAS COMMISSARY ASSISTANT | 1 | 2,420 | 13.96 | 2,943 | 16.98 | 3,146 | 18.15 | 3,848 | 22.20 |
| CMCO COMMISSARY COORDINATOR | 1 | 3,157 | 18.21 | 3,839 | 22.15 | 4,105 | 23.68 | 5,020 | 28.96 |
| CLAC COMMUNICATIONS & LEGISLATIVE AFFAIRS | 8 | 6,044 | 34.87 | 7,350 | 42.40 | 7,858 | 45.33 | 9,610 | 55.44 |
| CDIS-1 COMMUNICATIONS DISPATCHER I | 6 | 3,333 | 19.23 | 4,053 | 23.38 | 4,333 | 25.00 | 5,300 | 30.58 |
| CDIS-2 COMMUNICATIONS DISPATCHER II | 6 | 3,766 | 21.73 | 4,580 | 26.42 | 4,896 | 28.25 | 5,988 | 34.55 |
| CDSA COMMUNITY DEV & SERV AGENCY DIRECTOR | 8 | 10,594 | 61.12 | 12,883 | 74.33 | 13,773 | 79.46 | 16,845 | 97.18 |
| CSOR COMMUNITY SERVICES OFFICER | 6 | 3,435 | 19.82 | 4,177 | 24.10 | 4,466 | 25.77 | 5,462 | 31.51 |
| CAPA CONTRACT & PURCHASING ADMINISTRATOR | 4 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 |
| CROR CONTROL ROOM OPERATOR | 1 | 2,492 | 14.38 | 3,031 | 17.49 | 3,240 | 18.69 | 3,963 | 22.86 |
| COOK COOK | 2 | 2,643 | 15.25 | 3,214 | 18.54 | 3,436 | 19.82 | 4,203 | 24.25 |
| CFLV CORRECTIONAL FACILITY LVN | 3 | 3,768 | 21.74 | 4,582 | 26.43 | 4,899 | 28.26 | 5,992 | 34.57 |
| CFMA CORRECTIONAL FACILITY MEDICAL ASSISTANT | 3 | 2,644 | 15.25 | 3,216 | 18.55 | 3,438 | 19.83 | 4,204 | 24.25 |
| CFRN CORRECTIONAL FACILITY RN | 4 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 |
| CORL CORRECTIONAL LIEUTENANT | 7 | 6,274 | 36.20 | 7,630 | 44.02 | 8,157 | 47.06 | 9,976 | 57.55 |
| CMTE-1 CORRECTIONAL MAINTENANCE TECHNICIAN I | 2 | 2,805 | 16.18 | 3,411 | 19.68 | 3,647 | 21.04 | 4,460 | 25.73 |
| CMTE-2 CORRECTIONAL MAINTENANCE TECHNICIAN II | 2 | 3,067 | 17.69 | 3,730 | 21.52 | 3,988 | 23.01 | 4,877 | 28.14 |
| CORO CORRECTIONAL OFFICER | 6 | 3,549 | 20.48 | 4,316 | 24.90 | 4,614 | 26.62 | 5,643 | 32.56 |
| CORS CORRECTIONAL SERGEANT | 7 | 4,733 | 27.31 | 5,756 | 33.21 | 6,153 | 35.50 | 7,526 | 43.42 |

YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: November 2016

| CLASSIFICATION | BARG UNIT | PAYRATE | | | | 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| CORR CORRECTIONS FOOD SERVICES SUPERVISOR | 5 | 3,768 | 21.74 | 4,582 | 26.43 | 4,899 | 28.26 | 5,992 | 34.57 |
| CORA CORRECTIONS RECREATION AIDE | 1 | 2,975 | 17.16 | 3,618 | 20.87 | 3,868 | 22.32 | 4,731 | 27.29 |
| COAD COUNTY ADMINISTRATOR | 8 | 12,903 | 74.44 | 15,691 | 90.53 | 16,774 | 96.77 | 20,516 | 118.36 |
| COCO COUNTY COUNSEL | 8 | 11,924 | 68.79 | 14,500 | 83.65 | 15,502 | 89.43 | 18,960 | 109.38 |
| COSU COUNTY SURVEYOR | 8 | 6,608 | 38.12 | 8,036 | 46.36 | 8,591 | 49.56 | 10,507 | 60.62 |
| CRAN CRIME ANALYST | 6 | 4,498 | 25.95 | 5,470 | 31.56 | 5,848 | 33.74 | 7,152 | 41.26 |
| CUSU CUSTODIAL SUPERVISOR | 5 | 2,722 | 15.70 | 3,310 | 19.10 | 3,539 | 20.42 | 4,328 | 24.97 |
| CRSR CUSTOMER RELATIONS SUPERVISOR | 5 | 4,118 | 23.76 | 5,008 | 28.89 | 5,354 | 30.89 | 6,548 | 37.78 |
| DCBS DEPUTY CLERK OF THE BOARD OF | 11 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 |
| DCAD DEPUTY COUNTY ADMINISTRATOR | 8 | 7,438 | 42.91 | 9,045 | 52.18 | 9,670 | 55.79 | 11,827 | 68.23 |
| DCEB DEPUTY COUNTY ADMINISTRATOR - | 8 | 7,438 | 42.91 | 9,045 | 52.18 | 9,670 | 55.79 | 11,827 | 68.23 |
| DCCL-1 DEPUTY COUNTY COUNSEL I | 8 | 5,370 | 30.98 | 6,530 | 37.67 | 6,981 | 40.28 | 8,539 | 49.26 |
| DCCL-2 DEPUTY COUNTY COUNSEL II | 8 | 6,226 | 35.92 | 7,571 | 43.68 | 8,094 | 46.70 | 9,900 | 57.12 |
| DCCL-3 DEPUTY COUNTY COUNSEL III | 8 | 7,433 | 42.88 | 9,039 | 52.15 | 9,663 | 55.75 | 11,819 | 68.19 |
| DDCS DEPUTY DIRECTOR CHILD SUPPORT SERVICES | 8 | 6,224 | 35.91 | 7,569 | 43.67 | 8,092 | 46.68 | 9,897 | 57.10 |
| DDHS DEPUTY DIRECTOR OF HHS | 8 | 8,125 | 46.88 | 9,880 | 57.00 | 10,563 | 60.94 | 12,919 | 74.53 |
| DEDA-1 DEPUTY DISTRICT ATTORNEY I | 14 | 5,217 | 30.10 | 6,344 | 36.60 | 6,783 | 39.13 | 8,296 | 47.86 |
| DEDA-2 DEPUTY DISTRICT ATTORNEY II | 14 | 6,048 | 34.89 | 7,355 | 42.43 | 7,863 | 45.36 | 9,617 | 55.48 |
| DPDA-3 DEPUTY DISTRICT ATTORNEY III | 14 | 7,221 | 41.66 | 8,781 | 50.66 | 9,388 | 54.16 | 11,482 | 66.24 |
| DPOF-1 DEPUTY PROBATION OFFICER I | 16 | 3,663 | 21.13 | 4,455 | 25.70 | 4,762 | 27.47 | 5,825 | 33.61 |
| DPOF-2 DEPUTY PROBATION OFFICER II | 16 | 4,003 | 23.09 | 4,868 | 28.08 | 5,204 | 30.02 | 6,365 | 36.72 |
| DPOF-3 DEPUTY PROBATION OFFICER III | 16 | 4,373 | 25.23 | 5,318 | 30.68 | 5,685 | 32.80 | 6,954 | 40.12 |
| DPGN-1 DEPUTY PUBLIC GUARDIAN I | 4 | 3,767 | 21.73 | 4,581 | 26.43 | 4,898 | 28.26 | 5,990 | 34.56 |
| DPGN-2 DEPUTY PUBLIC GUARDIAN II | 4 | 4,116 | 23.75 | 5,006 | 28.88 | 5,351 | 30.87 | 6,545 | 37.76 |

YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: November 2016

| CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|--|-----------|-----------------------|-------------|-----------------|-------------|----------------|-----------------|----------------|-------------|
| | | MINIMUM | MINIMUM | PRIOR TO 7/1/13 | MAXIMUM | MAXIMUM | PRIOR TO 7/1/13 | MAXIMUM | MAXIMUM |
| | | MONTHLY SALARY (BASE) | HOURLY RATE | MONTHLY SALARY | HOURLY RATE | MONTHLY SALARY | HOURLY RATE | MONTHLY SALARY | HOURLY RATE |
| DEPUTY SHERIFF | 6 | 4,312 | 24.88 | 5,244 | 30.25 | 5,606 | 32.34 | 6,857 | 39.56 |
| DEST DEPUTY SHERIFF TRAINEE | 6 | 4,068 | 23.47 | 4,947 | 28.54 | 5,289 | 30.51 | 6,469 | 37.32 |
| DSUP DEPUTY SUPERINTENDENT | 8 | 5,590 | 32.25 | 6,798 | 39.22 | 7,267 | 41.93 | 8,889 | 51.28 |
| DESC DETENTION SERVICES CLERK | 1 | 2,642 | 15.24 | 3,213 | 18.54 | 3,435 | 19.82 | 4,201 | 24.24 |
| DRAS DIRECTOR OF ADMINISTRATIVE SERVICES | 8 | 8,873 | 51.19 | 10,790 | 62.25 | 11,535 | 66.55 | 14,109 | 81.40 |
| DRCS DIRECTOR OF CHILD SUPPORT SERVICES | 8 | 9,140 | 52.73 | 11,115 | 64.13 | 11,882 | 68.55 | 14,533 | 83.84 |
| DREH DIRECTOR OF ENVIRONMENTAL HEALTH | 8 | 6,803 | 39.25 | 8,273 | 47.73 | 8,844 | 51.02 | 10,817 | 62.41 |
| DRFA DIRECTOR OF FINANCE & ADMINISTRATION | 8 | 7,007 | 40.43 | 8,521 | 49.16 | 9,110 | 52.56 | 11,142 | 64.28 |
| DRHH DIRECTOR OF HEALTH & HUMAN SVCS | 8 | 10,912 | 62.95 | 13,269 | 76.55 | 14,186 | 81.84 | 17,351 | 100.10 |
| DRPL DIRECTOR OF PLANNING | 8 | 8,878 | 51.22 | 10,796 | 62.28 | 11,542 | 66.59 | 14,117 | 81.44 |
| DAIN DISTRICT ATTORNEY INVESTIGATOR | 6 | 4,773 | 27.54 | 5,804 | 33.48 | 6,205 | 35.80 | 7,590 | 43.79 |
| ELCL-1 ELECTIONS CLERK I | 1 | 2,805 | 16.18 | 3,411 | 19.68 | 3,647 | 21.04 | 4,460 | 25.73 |
| ELCL-2 ELECTIONS CLERK II | 1 | 3,067 | 17.69 | 3,730 | 21.52 | 3,988 | 23.01 | 4,877 | 28.14 |
| ELSU ELIGIBILITY SUPERVISOR | 5 | 3,767 | 21.73 | 4,581 | 26.43 | 4,898 | 28.26 | 5,990 | 34.56 |
| ELTE-1 ELIGIBILITY TECHNICIAN I | 3 | 2,804 | 16.18 | 3,410 | 19.67 | 3,646 | 21.03 | 4,459 | 25.73 |
| ELTE-2 ELIGIBILITY TECHNICIAN II | 3 | 3,155 | 18.20 | 3,837 | 22.14 | 4,102 | 23.67 | 5,017 | 28.94 |
| EMOM EMERGENCY OPERATIONS MANAGER | 8 | 6,413 | 37.00 | 7,799 | 44.99 | 8,337 | 48.10 | 10,197 | 58.83 |
| EMOP EMERGENCY OPERATIONS PLANNER | 8 | 4,918 | 28.37 | 5,981 | 34.51 | 6,394 | 36.89 | 7,820 | 45.12 |
| EMSO EMERGENCY SERVICES OFFICER | 8 | 5,532 | 31.92 | 6,727 | 38.81 | 7,192 | 41.49 | 8,796 | 50.75 |
| ETSP-1 EMPLOYMENT & TRAINING SPECIALIST I | 4 | 3,157 | 18.21 | 3,839 | 22.15 | 4,105 | 23.68 | 5,020 | 28.96 |
| ETSP-2 EMPLOYMENT & TRAINING SPECIALIST II | 4 | 3,451 | 19.91 | 4,197 | 24.21 | 4,487 | 25.89 | 5,488 | 31.66 |
| ENTE-1 ENGINEERING TECHNICIAN I | 3 | 3,659 | 21.11 | 4,450 | 25.67 | 4,757 | 27.44 | 5,818 | 33.57 |
| ENTE-2 ENGINEERING TECHNICIAN II | 3 | 4,118 | 23.76 | 5,008 | 28.89 | 5,354 | 30.89 | 6,548 | 37.78 |
| EHSP-1 ENVIRONMENTAL HEALTH SPECIALIST I | 4 | 3,883 | 22.40 | 4,722 | 27.24 | 5,048 | 29.12 | 6,174 | 35.62 |

YUBA COUNTY

Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: November 2016

| CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|---|-----------|-----------------------|-------------|-----------------|-------------|-----------------|-------------|-----------------|-------------|
| | | MINIMUM | MINIMUM | PRIOR TO 7/1/13 | MAXIMUM | PRIOR TO 7/1/13 | MAXIMUM | PRIOR TO 7/1/13 | MAXIMUM |
| | | MONTHLY SALARY (BASE) | HOURLY RATE | MONTHLY SALARY | HOURLY RATE | MONTHLY SALARY | HOURLY RATE | MONTHLY SALARY | HOURLY RATE |
| EHSP-3 ENVIRONMENTAL HEALTH SPECIALIST III | 4 | 4,366 | 25.19 | 5,310 | 30.63 | 5,676 | 32.75 | 6,942 | 40.05 |
| EHSU ENVIRONMENTAL HEALTH SUPERVISOR | 5 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 |
| EHE ENVIRONMENTAL HEALTH TECHNICIAN | 3 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 |
| EPID EPIDEMIOLOGIST | 5 | 3,451 | 19.91 | 4,197 | 24.21 | 4,487 | 25.89 | 5,488 | 31.66 |
| EQSS EQUIPMENT SERVICE SPECIALIST | 2 | 5,217 | 30.10 | 6,344 | 36.60 | 6,783 | 39.13 | 8,296 | 47.86 |
| EVC EVIDENCE TECHNICIAN | 6 | 2,804 | 16.18 | 3,410 | 19.67 | 3,646 | 21.03 | 4,459 | 25.73 |
| EXAS EXECUTIVE ASSISTANT | 4 | 3,243 | 18.71 | 3,944 | 22.75 | 4,216 | 24.32 | 5,157 | 29.75 |
| EXSH EXECUTIVE ASSISTANT TO THE SHERIFF | 4 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 |
| EACA EXECUTIVE ASST TO COUNTY ADMINISTRATOR | 11 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 |
| EDTR EXECUTIVE DIRECTOR, THREE RIVERS LEEVE | 8 | 3,767 | 21.73 | 4,581 | 26.43 | 4,898 | 28.26 | 5,990 | 34.56 |
| FMGR FACILITIES MANAGER | 8 | 10,527 | 60.73 | 12,801 | 73.85 | 13,686 | 78.96 | 16,738 | 96.57 |
| FNPR FAMILY NURSE PRACTITIONER | 8 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 |
| FASU FINANCE & ADMINISTRATIVE SUPERVISOR | 4 | 7,660 | 44.19 | 9,315 | 53.74 | 9,958 | 57.45 | 12,180 | 70.27 |
| FFED FIRST 5 YUBA COMMISSION EXECUTIVE | 5 | 4,773 | 27.54 | 5,804 | 33.48 | 6,205 | 35.80 | 7,590 | 43.79 |
| FIAN FISCAL ANALYST | 8 | 6,044 | 34.87 | 7,350 | 42.40 | 7,858 | 45.33 | 9,610 | 55.44 |
| HMSPP-1 HAZARDOUS MATERIALS SPECIALIST I | 4 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 |
| HMSPP-2 HAZARDOUS MATERIALS SPECIALIST II | 4 | 3,883 | 22.40 | 4,722 | 27.24 | 5,048 | 29.12 | 6,174 | 35.62 |
| HMSPP-3 HAZARDOUS MATERIALS SPECIALIST III | 4 | 4,366 | 25.19 | 5,310 | 30.63 | 5,676 | 32.75 | 6,942 | 40.05 |
| HMSU HAZARDOUS MATERIALS SUPERVISOR | 5 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 |
| HHAD HEALTH & HUMAN SERVICES AIDE | 1 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 |
| HSPM HEALTH & HUMAN SVCS PROGRAM MGR | 8 | 2,088 | 12.05 | 2,540 | 14.65 | 2,715 | 15.66 | 3,320 | 19.15 |
| HEAR HEALTH ADMINISTRATOR | 8 | 6,413 | 37.00 | 7,799 | 44.99 | 8,337 | 48.10 | 10,197 | 58.83 |
| HAID HEALTH AIDE | 1 | 8,125 | 46.88 | 9,880 | 57.00 | 10,563 | 60.94 | 12,919 | 74.53 |
| | 1 | 2,280 | 13.15 | 2,773 | 16.00 | 2,964 | 17.10 | 3,626 | 20.92 |

YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: November 2016

| CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|--|-----------|--|---------------------------|--------------------------------------|---------------------------|----------------------------------|---------------------------|--------------------------------------|---------------------------|
| | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | POST 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE |
| HE-1 HEALTH EDUCATION SPECIALIST I | 4 | 3,350 | 19.33 | 4,074 | 23.50 | 4,355 | 25.13 | 5,327 | 30.73 |
| HESP-2 HEALTH EDUCATION SPECIALIST II | 4 | 3,659 | 21.11 | 4,450 | 25.67 | 4,757 | 27.44 | 5,818 | 33.57 |
| HEOR HEALTH OFFICER | 8 | 14,307 | 82.54 | 17,398 | 100.37 | 18,600 | 107.31 | 22,749 | 131.24 |
| HPCR HEALTH PROGRAM COORDINATOR | 5 | 4,368 | 25.20 | 5,312 | 30.65 | 5,679 | 32.76 | 6,946 | 40.07 |
| HEQM HEAVY EQUIPMENT MECHANIC | 2 | 3,553 | 20.50 | 4,321 | 24.93 | 4,619 | 26.65 | 5,650 | 32.60 |
| HRAN-1 HUMAN RESOURCES ANALYST I | 11 | 4,239 | 24.46 | 5,155 | 29.74 | 5,511 | 31.79 | 6,741 | 38.89 |
| HRAN-2 HUMAN RESOURCES ANALYST II | 11 | 4,774 | 27.54 | 5,806 | 33.50 | 6,207 | 35.81 | 7,591 | 43.79 |
| HRDD HUMAN RESOURCES DEPUTY DIRECTOR | 8 | 6,605 | 38.11 | 8,032 | 46.34 | 8,587 | 49.54 | 10,502 | 60.59 |
| HRDR HUMAN RESOURCES DIRECTOR | 8 | 8,615 | 49.70 | 10,476 | 60.44 | 11,200 | 64.62 | 13,698 | 79.03 |
| HRMG HUMAN RESOURCES MANAGER | 8 | 6,226 | 35.92 | 7,571 | 43.68 | 8,094 | 46.70 | 9,900 | 57.12 |
| HRTTE HUMAN RESOURCES TECHNICIAN | 11 | 3,658 | 21.10 | 4,449 | 25.67 | 4,756 | 27.44 | 5,817 | 33.56 |
| HRTA-1 HUMAN RESOURCES TRAINING ANALYST I | 11 | 4,239 | 24.46 | 5,155 | 29.74 | 5,511 | 31.79 | 6,741 | 38.89 |
| HRTA-2 HUMAN RESOURCES TRAINING ANALYST II | 11 | 4,774 | 27.54 | 5,806 | 33.50 | 6,207 | 35.81 | 7,591 | 43.79 |
| ITAN-1 INFORMATION TECHNOLOGY ANALYST I | 4 | 4,774 | 27.54 | 5,806 | 33.50 | 6,207 | 35.81 | 7,591 | 43.79 |
| ITAN-2 INFORMATION TECHNOLOGY ANALYST II | 4 | 5,217 | 30.10 | 6,344 | 36.60 | 6,783 | 39.13 | 8,296 | 47.86 |
| ITMG INFORMATION TECHNOLOGY MANAGER | 8 | 7,218 | 41.64 | 8,778 | 50.64 | 9,384 | 54.14 | 11,477 | 66.21 |
| ITSU INFORMATION TECHNOLOGY SUPERVISOR | 5 | 6,229 | 35.94 | 7,575 | 43.70 | 8,098 | 46.72 | 9,905 | 57.14 |
| ITST-1 INFORMATION TECHNOLOGY SUPPORT | 3 | 3,883 | 22.40 | 4,722 | 27.24 | 5,048 | 29.12 | 6,174 | 35.62 |
| ITST-2 INFORMATION TECHNOLOGY SUPPORT | 3 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 |
| ITSA INFORMATION TECHNOLOGY SYSTEMS | 8 | 6,416 | 37.02 | 7,802 | 45.01 | 8,341 | 48.12 | 10,202 | 58.86 |
| INCO-1 INTERVENTION COUNSELOR I | 3 | 3,157 | 18.21 | 3,839 | 22.15 | 4,105 | 23.68 | 5,020 | 28.96 |
| INCO-2 INTERVENTION COUNSELOR II | 3 | 3,553 | 20.50 | 4,321 | 24.93 | 4,619 | 26.65 | 5,650 | 32.60 |
| JCOF-1 JUVENILE CORRECTIONS OFFICER I | 16 | 2,754 | 15.89 | 3,349 | 19.32 | 3,581 | 20.66 | 4,379 | 25.26 |
| JCOF-1 JUVENILE CORRECTIONS OFFICER I | 16 | | 15.89 | | 19.32 | | 20.66 | | 25.26 |

YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: November 2016

| CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|--|-----------|-----------------------|---------------------|-----------------|---------------------|----------------|---------------------|-----------------|---------------------|
| | | MINIMUM | | PRIOR TO 7/1/13 | | POST 7/1/13 | | PRIOR TO 7/1/13 | |
| | | MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MONTHLY SALARY | MAXIMUM HOURLY RATE | MONTHLY SALARY | MAXIMUM HOURLY RATE | MONTHLY SALARY | MAXIMUM HOURLY RATE |
| JC JUVENILE CORRECTIONS OFFICER II | 16 | 3,191 | 18.41 | 3,881 | 22.39 | 4,149 | 23.94 | 5,074 | 29.27 |
| JCOF-2 JUVENILE CORRECTIONS OFFICER II | 16 | | 18.41 | | 22.39 | | 23.94 | | 29.27 |
| KISU KITCHEN SUPERVISOR | 5 | 2,890 | 16.67 | 3,515 | 20.28 | 3,757 | 21.68 | 4,596 | 26.52 |
| LEBU LEAD BUILDING MAINTENANCE CUSTODIAN | 2 | 2,491 | 14.37 | 3,030 | 17.48 | 3,239 | 18.69 | 3,961 | 22.85 |
| LOAS-1 LEGAL OFFICE ASSISTANT I | 1 | 2,420 | 13.96 | 2,943 | 16.98 | 3,146 | 18.15 | 3,848 | 22.20 |
| LOAS-2 LEGAL OFFICE ASSISTANT II | 1 | 2,722 | 15.70 | 3,310 | 19.10 | 3,539 | 20.42 | 4,328 | 24.97 |
| LGSC LEGAL SECRETARY | 11 | 3,067 | 17.69 | 3,730 | 21.52 | 3,988 | 23.01 | 4,877 | 28.14 |
| LSCO LEGAL SERVICES COORDINATOR | 11 | 3,880 | 22.38 | 4,719 | 27.23 | 5,044 | 29.10 | 6,170 | 35.60 |
| LGSS LEGAL SERVICES SUPERVISOR | 5 | 3,659 | 21.11 | 4,450 | 25.67 | 4,757 | 27.44 | 5,818 | 33.57 |
| LIBR LIBRARIAN | 4 | 3,659 | 21.11 | 4,450 | 25.67 | 4,757 | 27.44 | 5,818 | 33.57 |
| LITE-1 LIBRARY TECHNICIAN I | 1 | 2,215 | 12.78 | 2,694 | 15.54 | 2,880 | 16.62 | 3,522 | 20.32 |
| MAAN-1 MANAGEMENT ANALYST I | 8 | 4,501 | 25.97 | 5,474 | 31.58 | 5,852 | 33.76 | 7,157 | 41.29 |
| MAAN-2 MANAGEMENT ANALYST II | 8 | 5,215 | 30.09 | 6,342 | 36.59 | 6,780 | 39.12 | 8,292 | 47.84 |
| OASC-1 OFFICE ASSISTANT I | 11 | 2,150 | 12.40 | 2,615 | 15.09 | 2,795 | 16.13 | 3,419 | 19.73 |
| OAST-1 OFFICE ASSISTANT I | 1 | 2,150 | 12.40 | 2,615 | 15.09 | 2,795 | 16.13 | 3,419 | 19.73 |
| OASC-2 OFFICE ASSISTANT II | 11 | 2,350 | 13.56 | 2,858 | 16.49 | 3,055 | 17.63 | 3,737 | 21.56 |
| OAST-2 OFFICE ASSISTANT II | 1 | 2,350 | 13.56 | 2,858 | 16.49 | 3,055 | 17.63 | 3,737 | 21.56 |
| OFSP OFFICE SPECIALIST | 1 | 2,642 | 15.24 | 3,213 | 18.54 | 3,435 | 19.82 | 4,201 | 24.24 |
| OFSP-C OFFICE SPECIALIST | 11 | 2,642 | 15.24 | 3,213 | 18.54 | 3,435 | 19.82 | 4,201 | 24.24 |
| PARA PARALEGAL | 11 | 3,451 | 19.91 | 4,197 | 24.21 | 4,487 | 25.89 | 5,488 | 31.66 |
| PATC PAYROLL TECHNICIAN | 3 | 3,553 | 20.50 | 4,321 | 24.93 | 4,619 | 26.65 | 5,650 | 32.60 |
| PETE PERMIT TECHNICIAN | 1 | 2,974 | 17.16 | 3,617 | 20.87 | 3,867 | 22.31 | 4,729 | 27.28 |
| PHTH PHYSICAL THERAPIST | 4 | 6,042 | 34.86 | 7,348 | 42.39 | 7,855 | 45.32 | 9,607 | 55.43 |
| PHAS PHYSICIAN ASSISTANT | 4 | 7,660 | 44.19 | 9,315 | 53.74 | 9,958 | 57.45 | 12,180 | 70.27 |

YUBA COUNTY

Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: November 2016

| 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | | |
| PL | PLAN CHECKER I | 4 | 4,368 | 25.20 | 5,312 | 30.65 | 5,679 | 32.76 | 6,946 | 40.07 | 5,897 | 34.02 |
| PLCR-2 | PLAN CHECKER II | 4 | 4,773 | 27.54 | 5,804 | 33.48 | 6,205 | 35.80 | 7,590 | 43.79 | 6,444 | 37.18 |
| PLAN-1 | PLANNER I | 4 | 4,118 | 23.76 | 5,008 | 28.89 | 5,354 | 30.89 | 6,548 | 37.78 | 5,560 | 32.08 |
| PLAN-2 | PLANNER II | 4 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 | 6,840 | 39.46 |
| PLAN-3 | PLANNER III | 4 | 5,534 | 31.93 | 6,730 | 38.83 | 7,195 | 41.51 | 8,800 | 50.77 | 7,471 | 43.10 |
| PLTE | PLANNING TECHNICIAN | 3 | 3,659 | 21.11 | 4,450 | 25.67 | 4,757 | 27.44 | 5,818 | 33.57 | 4,940 | 28.50 |
| PREN | PRINCIPAL ENGINEER | 8 | 7,221 | 41.66 | 8,781 | 50.66 | 9,388 | 54.16 | 11,482 | 66.24 | 9,749 | 56.24 |
| PRAN | PRINCIPAL MANAGEMENT ANALYST | 8 | 6,807 | 39.27 | 8,278 | 47.76 | 8,850 | 51.06 | 10,824 | 62.45 | 9,190 | 53.02 |
| PPLA | PRINCIPAL PLANNER | 8 | 6,605 | 38.11 | 8,032 | 46.34 | 8,587 | 49.54 | 10,502 | 60.59 | 8,917 | 51.44 |
| PBAI | PROBATION AIDE | 1 | 2,975 | 17.16 | 3,618 | 20.87 | 3,868 | 22.32 | 4,731 | 27.29 | 4,017 | 23.18 |
| PBAN | PROBATION ANALYST | 4 | 4,773 | 27.54 | 5,804 | 33.48 | 6,205 | 35.80 | 7,590 | 43.79 | 6,444 | 37.18 |
| PPMG | PROBATION PROGRAM MANAGER | 8 | 5,926 | 34.19 | 7,207 | 41.58 | 7,704 | 44.45 | 9,423 | 54.36 | 8,001 | 46.16 |
| PROA | PROGRAM AIDE | 1 | 2,975 | 17.16 | 3,618 | 20.87 | 3,868 | 22.32 | 4,731 | 27.29 | 4,017 | 23.18 |
| PRAT | PROGRAM ASSISTANT | 1 | 2,642 | 15.24 | 3,213 | 18.54 | 3,435 | 19.82 | 4,201 | 24.24 | 3,567 | 20.58 |
| PRSP | PROGRAM SPECIALIST | 5 | 3,879 | 22.38 | 4,717 | 27.21 | 5,043 | 29.09 | 6,168 | 35.58 | 5,237 | 30.21 |
| PJMG | PROJECT MANAGER | 8 | 5,700 | 32.88 | 6,932 | 39.99 | 7,410 | 42.75 | 9,063 | 52.29 | 7,695 | 44.39 |
| PGCR | PUBLIC GUARDIAN-CONSERVATOR | 8 | 6,413 | 37.00 | 7,799 | 44.99 | 8,337 | 48.10 | 10,197 | 58.83 | 8,658 | 49.95 |
| PHNR-1 | PUBLIC HEALTH NURSE I | 4 | 5,534 | 31.93 | 6,730 | 38.83 | 7,195 | 41.51 | 8,800 | 50.77 | 7,471 | 43.10 |
| PHNR-2 | PUBLIC HEALTH NURSE II | 4 | 5,870 | 33.87 | 7,138 | 41.18 | 7,631 | 44.03 | 9,334 | 53.85 | 7,925 | 45.72 |
| PHNR-3 | PUBLIC HEALTH NURSE III | 4 | 6,229 | 35.94 | 7,575 | 43.70 | 8,098 | 46.72 | 9,905 | 57.14 | 8,410 | 48.52 |
| PHNI | PUBLIC HEALTH NURSE INTERN | 4 | 5,217 | 30.10 | 6,344 | 36.60 | 6,783 | 39.13 | 8,296 | 47.86 | 7,043 | 40.63 |
| PWDR | PUBLIC WORKS DIRECTOR | 8 | 9,986 | 57.61 | 12,143 | 70.06 | 12,982 | 74.90 | 15,878 | 91.60 | 13,482 | 77.78 |
| PWMR- | PUBLIC WORKS MAINTENANCE WORKER I | 2 | 2,567 | 14.81 | 3,122 | 18.01 | 3,338 | 19.26 | 4,082 | 23.55 | 3,466 | 20.00 |
| PWMR- | PUBLIC WORKS MAINTENANCE WORKER II | 2 | 2,975 | 17.16 | 3,618 | 20.87 | 3,868 | 22.32 | 4,731 | 27.29 | 4,017 | 23.18 |

YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: November 2016

| CLASSIFICATION | | BARG UNIT | PAYRATE | | | | 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| PR | PUBLIC WORKS PROJECT MANAGER | 8 | 6,416 | 37.02 | 7,802 | 45.01 | 8,341 | 48.12 | 10,202 | 58.86 | 8,662 | 49.97 |
| PWSU | PUBLIC WORKS SUPERINTENDENT | 8 | 5,371 | 30.99 | 6,532 | 37.68 | 6,983 | 40.29 | 8,540 | 49.27 | 7,251 | 41.83 |
| RPAR-1 | REAL PROPERTY APPRAISER I | 4 | 3,553 | 20.50 | 4,321 | 24.93 | 4,619 | 26.65 | 5,650 | 32.60 | 4,797 | 27.68 |
| RPAR-2 | REAL PROPERTY APPRAISER II | 4 | 3,879 | 22.38 | 4,717 | 27.21 | 5,043 | 29.09 | 6,168 | 35.58 | 5,237 | 30.21 |
| RPAR-3 | REAL PROPERTY APPRAISER III | 4 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 | 5,727 | 33.04 |
| RECL-1 | RECORDER CLERK I | 1 | 2,805 | 16.18 | 3,411 | 19.68 | 3,647 | 21.04 | 4,460 | 25.73 | 3,787 | 21.85 |
| RECL-2 | RECORDER CLERK II | 1 | 3,067 | 17.69 | 3,730 | 21.52 | 3,988 | 23.01 | 4,877 | 28.14 | 4,141 | 23.89 |
| RENU | REGISTERED NURSE | 4 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 | 6,840 | 39.46 |
| RYMR | REGISTRAR OF VOTERS MANAGER | 8 | 5,870 | 33.87 | 7,138 | 41.18 | 7,631 | 44.03 | 9,334 | 53.85 | 7,925 | 45.72 |
| SAAD | SENIOR ACCOUNTANT-AUDITOR | 4 | 4,368 | 25.20 | 5,312 | 30.65 | 5,679 | 32.76 | 6,946 | 40.07 | 5,897 | 34.02 |
| SEAT | SENIOR ACCOUNTING TECHNICIAN | 3 | 3,350 | 19.33 | 4,074 | 23.50 | 4,355 | 25.13 | 5,327 | 30.73 | 4,523 | 26.09 |
| SACE | SENIOR ASSOCIATE CIVIL ENGINEER | 4 | 6,944 | 40.06 | 8,444 | 48.72 | 9,028 | 52.08 | 11,041 | 63.70 | 9,375 | 54.09 |
| SBMT | SENIOR BUILDING MAINTENANCE TECHNICIAN | 2 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 | 4,657 | 26.87 |
| SDPO | SENIOR DEPUTY PROBATION OFFICER | 16 | 4,778 | 27.57 | 5,811 | 33.53 | 6,212 | 35.84 | 7,598 | 43.83 | 6,451 | 37.22 |
| SECK | SENIOR ELECTIONS CLERK | 3 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 | 4,657 | 26.87 |
| SRET | SENIOR ELIGIBILITY TECHNICIAN | 3 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 | 4,657 | 26.87 |
| SITA | SENIOR INFORMATION TECHNOLOGY ANALYST | 4 | 5,870 | 33.87 | 7,138 | 41.18 | 7,631 | 44.03 | 9,334 | 53.85 | 7,925 | 45.72 |
| SITT | SENIOR INFORMATION TECHNOLOGY | 3 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 | 6,260 | 36.12 |
| SLTE | SENIOR LIBRARY TECHNICIAN | 3 | 2,805 | 16.18 | 3,411 | 19.68 | 3,647 | 21.04 | 4,460 | 25.73 | 3,787 | 21.85 |
| SEPT | SENIOR PERMIT TECHNICIAN | 1 | 3,250 | 18.75 | 3,952 | 22.80 | 4,225 | 24.38 | 5,168 | 29.82 | 4,388 | 25.32 |
| SPMW | SENIOR PUBLIC WORKS MAINTENANCE | 2 | 3,252 | 18.76 | 3,955 | 22.82 | 4,228 | 24.39 | 5,171 | 29.83 | 4,391 | 25.33 |
| SRCK | SENIOR RECORDER CLERK | 3 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 | 4,657 | 26.87 |
| SSAC | SENIOR SUBSTANCE ABUSE COUNSELOR | 3 | 3,879 | 22.38 | 4,717 | 27.21 | 5,043 | 29.09 | 6,168 | 35.58 | 5,237 | 30.21 |
| SVWA | SENIOR VICTIM/WITNESS ADVOCATE | 3 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 | 4,657 | 26.87 |

YUBA COUNTY

Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: November 2016

| 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | | |
| SH | SHERIFF'S CAPTAIN | 8 | 7,266 | 41.92 | 8,836 | 50.98 | 9,446 | 54.50 | 11,553 | 66.65 | 9,810 | 56.60 |
| SCSA | SHERIFF'S CIVIL SERVICES ASSOCIATE | 6 | 3,551 | 20.49 | 4,319 | 24.92 | 4,617 | 26.64 | 5,647 | 32.58 | 4,794 | 27.66 |
| SCRS | SHERIFF'S COMMUN & RECORDS SUPERV | 5 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 | 5,727 | 33.04 |
| SHFA | SHERIFF'S FINANCIAL MANAGER | 8 | 6,224 | 35.91 | 7,569 | 43.67 | 8,092 | 46.68 | 9,897 | 57.10 | 8,403 | 48.48 |
| SHLO | SHERIFF'S LIEUTENANT - OPERATIONS | 7 | 6,463 | 37.29 | 7,860 | 45.35 | 8,402 | 48.47 | 10,277 | 59.29 | 8,726 | 50.34 |
| SHRE | SHERIFF'S RECORDS CLERK | 1 | 2,642 | 15.24 | 3,213 | 18.54 | 3,435 | 19.82 | 4,201 | 24.24 | 3,567 | 20.58 |
| SHSC | SHERIFF'S SERGEANT - CORRECTIONS | 7 | 5,157 | 29.75 | 6,271 | 36.18 | 6,705 | 38.68 | 8,200 | 47.31 | 6,962 | 40.17 |
| SHSO | SHERIFF'S SERGEANT - OPERATIONS | 7 | 5,312 | 30.65 | 6,460 | 37.27 | 6,906 | 39.84 | 8,447 | 48.73 | 7,172 | 41.38 |
| SWKR-1 | SOCIAL WORKER I | 4 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 | 4,657 | 26.87 |
| SWKA-1 | SOCIAL WORKER I (AS) | 4 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 | 4,657 | 26.87 |
| SWKC-1 | SOCIAL WORKER I (CWS) | 4 | 3,883 | 22.40 | 4,722 | 27.24 | 5,048 | 29.12 | 6,174 | 35.62 | 5,243 | 30.25 |
| SWKE-1 | SOCIAL WORKER I (EMPLOY) | 4 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 | 4,657 | 26.87 |
| SWKR-2 | SOCIAL WORKER II | 4 | 3,767 | 21.73 | 4,581 | 26.43 | 4,898 | 28.26 | 5,990 | 34.56 | 5,086 | 29.34 |
| SWKA-2 | SOCIAL WORKER II (AS) | 4 | 3,767 | 21.73 | 4,581 | 26.43 | 4,898 | 28.26 | 5,990 | 34.56 | 5,086 | 29.34 |
| SWKC-2 | SOCIAL WORKER II (CWS) | 4 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 | 5,727 | 33.04 |
| SWKE-2 | SOCIAL WORKER II (EMPLOY) | 4 | 3,767 | 21.73 | 4,581 | 26.43 | 4,898 | 28.26 | 5,990 | 34.56 | 5,086 | 29.34 |
| SWKR-3 | SOCIAL WORKER III | 4 | 4,116 | 23.75 | 5,006 | 28.88 | 5,351 | 30.87 | 6,545 | 37.76 | 5,557 | 32.06 |
| SWKA-3 | SOCIAL WORKER III (AS) | 4 | 4,116 | 23.75 | 5,006 | 28.88 | 5,351 | 30.87 | 6,545 | 37.76 | 5,557 | 32.06 |
| SWKC-3 | SOCIAL WORKER III (CWS) | 4 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 | 6,260 | 36.12 |
| SWKR-4 | SOCIAL WORKER IV | 4 | 4,501 | 25.97 | 5,474 | 31.58 | 5,852 | 33.76 | 7,157 | 41.29 | 6,077 | 35.06 |
| SWKA-4 | SOCIAL WORKER IV (AS) | 4 | 4,501 | 25.97 | 5,474 | 31.58 | 5,852 | 33.76 | 7,157 | 41.29 | 6,077 | 35.06 |
| SWKC-4 | SOCIAL WORKER IV (CWS) | 4 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 | 6,840 | 39.46 |
| SWSA | SOCIAL WORKER SUPERVISOR (AS) | 5 | 4,773 | 27.54 | 5,804 | 33.48 | 6,205 | 35.80 | 7,590 | 43.79 | 6,444 | 37.18 |
| SWSC | SOCIAL WORKER SUPERVISOR (CWS) | 5 | 5,534 | 31.93 | 6,730 | 38.83 | 7,195 | 41.51 | 8,800 | 50.77 | 7,471 | 43.10 |

YUBA COUNTY

Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: November 2016

| CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|---|-----------|-----------------------|-------------|-----------------|-------------|----------------|-----------------|----------------|-------------|
| | | MINIMUM | MINIMUM | PRIOR TO 7/1/13 | MAXIMUM | MAXIMUM | PRIOR TO 7/1/13 | MAXIMUM | MAXIMUM |
| | | MONTHLY SALARY (BASE) | HOURLY RATE | MONTHLY SALARY | HOURLY RATE | MONTHLY SALARY | HOURLY RATE | MONTHLY SALARY | HOURLY RATE |
| SACR-1 SUBSTANCE ABUSE COUNSELOR I | 5 | 4,501 | 25.97 | 5,474 | 31.58 | 5,852 | 33.76 | 7,157 | 41.29 |
| SACR-2 SUBSTANCE ABUSE COUNSELOR II | 3 | 3,157 | 18.21 | 3,839 | 22.15 | 4,105 | 23.68 | 5,020 | 28.96 |
| SPIN SUPERINTENDENT OF INSTITUTIONS | 8 | 6,735 | 38.86 | 8,190 | 47.25 | 8,756 | 50.52 | 10,709 | 61.78 |
| SACO SUPERVISING ANIMAL CARE SERVICES | 5 | 3,451 | 19.91 | 4,197 | 24.21 | 4,487 | 25.89 | 5,488 | 31.66 |
| SUBO SUPERVISING BUILDING OFFICIAL | 5 | 5,217 | 30.10 | 6,344 | 36.60 | 6,783 | 39.13 | 8,296 | 47.86 |
| SCMG SUPERVISING CASE MANAGER | 5 | 3,553 | 20.50 | 4,321 | 24.93 | 4,619 | 26.65 | 5,650 | 32.60 |
| SVRN SUPERVISING CORRECTIONAL FACILITY RN | 5 | 5,374 | 31.00 | 6,535 | 37.70 | 6,987 | 40.31 | 8,545 | 49.30 |
| SUPO SUPERVISING DEPUTY PROBATION OFFICER | 17 | 5,222 | 30.13 | 6,350 | 36.63 | 6,789 | 39.17 | 8,303 | 47.90 |
| SJCO SUPERVISING JUVENILE CORRECTIONS | 17 | 3,699 | 21.34 | 4,498 | 25.95 | 4,809 | 27.74 | 5,882 | 33.93 |
| SJCO-A SUPERVISING JUVENILE CORRECTIONS | 17 | | 21.34 | | 25.95 | | 27.74 | | 33.93 |
| SLOA SUPERVISING LEGAL OFFICE ASSISTANT | 5 | 3,451 | 19.91 | 4,197 | 24.21 | 4,487 | 25.89 | 5,488 | 31.66 |
| SUME SUPERVISING MECHANIC | 5 | 3,999 | 23.07 | 4,863 | 28.06 | 5,199 | 29.99 | 6,359 | 36.69 |
| SUOA SUPERVISING OFFICE ASSISTANT | 5 | 2,889 | 16.67 | 3,514 | 20.27 | 3,756 | 21.67 | 4,594 | 26.50 |
| SPHN SUPERVISING PUBLIC HEALTH NURSE | 5 | 6,807 | 39.27 | 8,278 | 47.76 | 8,850 | 51.06 | 10,824 | 62.45 |
| SPHN-1 SUPERVISING PUBLIC HEALTH NURSE I | 5 | 6,807 | 39.27 | 8,278 | 47.76 | 8,850 | 51.06 | 10,824 | 62.45 |
| SPHN-2 SUPERVISING PUBLIC HEALTH NURSE II | 5 | 7,218 | 41.64 | 8,778 | 50.64 | 9,384 | 54.14 | 11,477 | 66.21 |
| SUFI SUPERVISING WELFARE FRAUD INVESTIGATOR | 7 | 5,217 | 30.10 | 6,344 | 36.60 | 6,783 | 39.13 | 8,296 | 47.86 |
| SMCK-1 SUPPLY/MAIL CLERK I | 1 | 2,027 | 11.69 | 2,465 | 14.22 | 2,636 | 15.21 | 3,223 | 18.59 |
| SMCK-2 SUPPLY/MAIL CLERK II | 1 | 2,216 | 12.78 | 2,695 | 15.55 | 2,881 | 16.62 | 3,524 | 20.33 |
| SSSU SUPPORT SERVICES SUPERVISOR | 5 | 3,350 | 19.33 | 4,074 | 23.50 | 4,355 | 25.13 | 5,327 | 30.73 |
| SYSA SYSTEMS SUPPORT ANALYST | 3 | 3,252 | 18.76 | 3,955 | 22.82 | 4,228 | 24.39 | 5,171 | 29.83 |
| TRCC TRAINING COORDINATOR - CSS | 5 | 4,118 | 23.76 | 5,008 | 28.89 | 5,354 | 30.89 | 6,548 | 37.78 |
| TRAN-1 TRANSFER ANALYST I | 3 | 2,974 | 17.16 | 3,617 | 20.87 | 3,867 | 22.31 | 4,729 | 27.28 |

YUBA COUNTY

Classification System - Basic Salary/Hourly Schedule EFFECTIVE DATE: November 2016

(525-1216) Adopt... - 17 of 76

| CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|--|-----------|-----------------------|-------------|-----------------|-------------|----------------|-----------------|----------------|-------------|
| | | MINIMUM | MINIMUM | PRIOR TO 7/1/13 | MAXIMUM | MAXIMUM | PRIOR TO 7/1/13 | MAXIMUM | MAXIMUM |
| | | MONTHLY SALARY (BASE) | HOURLY RATE | MONTHLY SALARY | HOURLY RATE | MONTHLY SALARY | HOURLY RATE | MONTHLY SALARY | HOURLY RATE |
| TRANSFER ANALYST II | 3 | 3,252 | 18.76 | 3,955 | 22.82 | 4,228 | 24.39 | 5,171 | 29.83 |
| UNSH UNDERSHERIFF | 8 | 9,301 | 53.66 | 11,311 | 65.26 | 12,092 | 69.76 | 14,789 | 85.32 |
| VESO VETERANS' SERVICES OFFICER | 8 | 4,913 | 28.34 | 5,975 | 34.47 | 6,387 | 36.85 | 7,812 | 45.07 |
| VESR VETERANS' SERVICES REPRESENTATIVE | 3 | 3,067 | 17.69 | 3,730 | 21.52 | 3,988 | 23.01 | 4,877 | 28.14 |
| VWPM VICTIM WITNESS PROGRAM MANAGER | 8 | 6,224 | 35.91 | 7,569 | 43.67 | 8,092 | 46.68 | 9,897 | 57.10 |
| VWAD-1 VICTIM WITNESS ADVOCATE I | 3 | 2,644 | 15.25 | 3,216 | 18.55 | 3,438 | 19.83 | 4,204 | 24.25 |
| VWAD-2 VICTIM WITNESS ADVOCATE II | 3 | 3,062 | 17.67 | 3,724 | 21.48 | 3,981 | 22.97 | 4,869 | 28.09 |
| WFIN WELFARE FRAUD INVESTIGATOR | 6 | 4,773 | 27.54 | 5,804 | 33.48 | 6,205 | 35.80 | 7,590 | 43.79 |

DETERMINE AN EMPLOYEE'S MONTHLY SALARY:

| | |
|-------------|---|
| T: | Step 1 through 5 (Index Rates Between 1.0000 and 1.2160) are Merit. Index Rates above 1.2160 are Longevity Steps. |
| D: | Determine the # of Years of Service Completed or Step Rate at time of hire. |
| D: | In the Step Index Table: Refer to the "Step" or "Yrs of Service" column and get the corresponding "Index Rate". |
| 4TH: | Refer to the Classification System - Basic Salary Schedule and find current title of position. Multiply the "Index Rate" by the "Base" of the position. Round up to the nearest whole dollar. |

EMPLOYEES HIRED BEFORE**7/1/13****MERIT/LONGEVITY STEP INDEX**

| | Step | Index Rate | Yrs of Svc | Index Rate |
|------------------|-------------------|-------------------|------------|------------|
| MERIT | 1 | 1.0000 | 16 | 1.3800 |
| | 2 | 1.0500 | 17 | 1.3950 |
| | 3 | 1.1030 | 18 | 1.4100 |
| | 4 | 1.1580 | 19 | 1.4250 |
| | 5 | 1.2160 | 20 | 1.4400 |
| | Yrs of Svc | Index Rate | | |
| LONGEVITY | 6 | 1.2300 | 22 | 1.4700 |
| | 7 | 1.2450 | 23 | 1.4850 |
| | 8 | 1.2600 | 24 | 1.5000 |
| | 9 | 1.2750 | 25 | 1.5150 |
| | 10 | 1.2900 | 26 | 1.5300 |
| | 11 | 1.3050 | 27 | 1.5450 |
| | 12 | 1.3200 | 28 | 1.5600 |
| | 13 | 1.3350 | 29 | 1.5750 |
| | 14 | 1.3500 | 30 | 1.5900 |
| | 15 | 1.3650 | | |

EMPLOYEES HIRED ON OR**AFTER 7/1/13****MERIT / LONGEVITY STEP INDEX**

| Step | Index Rate |
|---------------------------------|------------|
| 1 | 1.00 |
| 2 | 1.05 |
| 3 | 1.10 |
| 4 | 1.15 |
| 5 | 1.20 |
| 6 | 1.25 |
| 7 | 1.30 |
| LONGEVITY | |
| (AT LEAST 15 YEARS SVC): | |
| | 1.35 |

Please Note:

All classifications listed in this schedule may also be utilized in an Extra Help (Unit 0) capacity.

Bilingual Pay: Some positions may qualify for an additional \$125 per month, Unit 6 an additional \$100 per month and Unit 7 an additional \$70 per month for bilingual pay.

Confidential Pay: Classifications in Unit 11 or Unit 0 hired on or after 1/1/14 receive \$250 per month. Current Unit 11 employee's confidential pay will be frozen at the current rate effective 12/31/14 or increased to \$250 effective 1/1/15 whichever is greater (or whichever benefit is higher).

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

IN RE:

**A RESOLUTION RATIFYING RESOLUTIONS)
No.2013-73, No.2014-53, No.2015-61, AND)
No.2016-77 IN ACCORDANCE WITH)
GOVERNMENT CODE SECTION 20636 AND)
TITLE 2 OF CALIFORNIA CODE OF)
REGULATIONS SECTION 570.5 AS)
DEFINED BY CALPERS .)**

RESOLUTION NO. _____

WHEREAS, the Yuba County Board of Supervisors adopted Classification System – Basic Salary Schedule Resolutions No.2013-73, No.2014-53, No.2015-61 and No.2016-77, and

WHEREAS, the adopted resolutions reference herein require an amendment to come into compliance with the California Government Code and the Code of Regulation.

NOW, THEREFORE, BE IT RESOLVED that the Yuba County Board of Supervisors hereby ratifies the Classification System – Basic Salary Schedule Resolutions No.2013-73, No.2014-53, No.2015-61 and No.2016-77 in the attachments hereto marked respectively as **ATTACHMENTS "A", "B", "C" AND "D"** and by this reference incorporated herein as though set-forth in full.

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: Courtney C. Smith

on #2013-73 Approved by BOS 7-23-13 As Amended
ed in accordance with Government Code Section
& Title 2 of CA Code of Regulations Section 570.5
ed by CalPERS.

Classification System-Basic Salary/Hourly Schedule
Effective Date: July 2013

| | | PAY RATE | | LONGEVITY | |
|----------------|--|-------------------------------|---------------------|------------------------|---------------------|
| | | PRIOR TO 7/1/13 | | POST 7/1/13 | |
| CLASSIFICATION | BARG UNIT | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| AAUD-2 | ACCOUNTANT-AUDITOR I | 3,587 | 20.69 | 4,362 | 25.17 |
| AAUD-2 | ACCOUNTANT-AUDITOR II | 3,920 | 22.62 | 4,767 | 27.50 |
| ACAS-1 | ACCOUNTING ASSISTANT I | 2,238 | 12.91 | 2,722 | 15.70 |
| ACAS-2 | ACCOUNTING ASSISTANT II | 2,443 | 14.09 | 2,971 | 17.14 |
| ACSP | ACCOUNTING SPECIALIST | 2,671 | 15.41 | 3,248 | 18.74 |
| ATEC | ACCOUNTING TECHNICIAN | 2,916 | 16.82 | 3,546 | 20.46 |
| AASU | ADMINISTRATION & ACCOUNTING SUPERVISOR | 3,806 | 21.96 | 4,629 | 26.71 |
| AAHS | ADMINISTRATIVE ANALYST - HUMAN SERV | 4,158 | 23.99 | 5,057 | 29.18 |
| ASMR | ADMINISTRATIVE SERVICES MANAGER | 4,590 | 26.48 | 5,582 | 32.20 |
| ASOF-1 | ADMINISTRATIVE SERVICES OFFICER I | 3,960 | 22.85 | 4,816 | 27.78 |
| ASOF-2 | ADMINISTRATIVE SERVICES OFFICER II | 4,329 | 24.98 | 5,265 | 30.38 |
| ADTC | ADMINISTRATIVE TECHNICIAN | 3,284 | 18.95 | 3,994 | 23.04 |
| AGDR | AG COMMISSIONER/DIR OF WGTS & MEAS | 6,943 | 40.06 | 8,443 | 48.71 |
| AGMS-1 | AG WEIGHTS & MEASURES SPECIALIST I | 3,806 | 21.96 | 4,629 | 26.71 |
| AGMS-2 | AG WEIGHTS & MEASURES SPECIALIST II | 4,158 | 23.99 | 5,057 | 29.18 |
| AGMS-3 | AG WEIGHTS & MEASURES SPECIALIST III | 4,546 | 26.23 | 5,528 | 31.89 |
| AIDE | AIDE | 1,715 | 9.89 | 2,086 | 12.03 |
| ARMG | AIRPORT MANAGER | 5,321 | 30.70 | 6,471 | 37.33 |
| ANCO | ANIMAL CARE SERVICES OFFICER | 2,671 | 15.41 | 3,248 | 18.74 |
| ACTE | ANIMAL CARE TECHNICIAN | 2,372 | 13.68 | 2,885 | 16.64 |
| APSP | APPEALS SPECIALIST | 3,694 | 21.31 | 4,492 | 25.92 |
| ASAS-1 | ASSESSMENT ASSISTANT I | 2,304 | 13.29 | 2,802 | 16.17 |
| ASAS-2 | ASSESSMENT ASSISTANT II | 2,516 | 14.52 | 3,060 | 17.65 |
| ASSP | ASSESSMENT SPECIALIST | 2,832 | 16.34 | 3,444 | 19.87 |
| AASR | ASSISTANT ASSESSOR | 6,943 | 40.06 | 8,443 | 48.71 |
| AACH | ASSISTANT AUDITOR-CONTROLLER | 6,943 | 40.06 | 8,443 | 48.71 |
| ACPO | ASSISTANT CHIEF PROBATION OFFICER | 7,151 | 41.26 | 8,696 | 50.17 |
| ASCA | ASSISTANT COUNTY ADMINISTRATOR | 9,608 | 55.43 | 11,684 | 67.41 |
| ASEN | ASSISTANT ENGINEER | 4,966 | 28.65 | 6,039 | 34.84 |
| AHRA | ASSISTANT HUMAN RESOURCES ANALYST | 3,416 | 19.71 | 4,154 | 23.97 |
| ASPL | ASSISTANT PLANNER | 4,037 | 23.29 | 4,909 | 28.32 |
| ASPW | ASSISTANT PUBLIC WORKS SUPERINTENDENT | 4,158 | 23.99 | 5,057 | 29.18 |
| ASSU | ASSISTANT SURVEYOR | 4,966 | 28.65 | 6,039 | 34.84 |

(525-1216) Adopt... - 21 of 76

| (525-1216) Adopt... | | 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 | | MAXIMUM MONTHLY SALARY | | MAXIMUM HOURLY RATE | | MAXIMUM MONTHLY SALARY | | MAXIMUM HOURLY RATE | | MAXIMUM MONTHLY SALARY | | MAXIMUM HOURLY RATE | | | | | |
| DE | CLASSIFICATION | BARG UNIT | | | | | | | | | | | | | | | | | | | | | | | |
| | ASSOCIATE CIVIL ENGINEER | 4 | 6,290 | 36.29 | 7,649 | 44.13 | 8,177 | 47.18 | 10,002 | 57.70 | 8,492 | 48.99 | | | | | | | | | | | | | |
| | ASSOCIATE ENGINEER | 4 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 | 49.77 | 7,324 | 42.25 | | | | | | | | | | | | | |
| | ASSOCIATE PLANNER | 4 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 | 6,705 | 38.68 | | | | | | | | | | | | | |
| | ASSOCIATE SURVEYOR | 4 | 5,929 | 34.21 | 7,210 | 41.60 | 7,708 | 44.47 | 9,428 | 54.39 | 8,005 | 46.18 | | | | | | | | | | | | | |
| | ASST AG & WGTs & MEASURES COMM | 8 | 5,990 | 34.56 | 7,284 | 42.02 | 7,787 | 44.93 | 9,525 | 54.95 | 8,087 | 46.66 | | | | | | | | | | | | | |
| | ASST DIRECTOR ADMINISTRATIVE SERVICES | 8 | 6,943 | 40.06 | 8,443 | 48.71 | 9,026 | 52.07 | 11,040 | 63.69 | 9,374 | 54.08 | | | | | | | | | | | | | |
| | ADPL ASST DIRECTOR OF PLANNING | 8 | 7,365 | 42.49 | 8,956 | 51.67 | 9,575 | 55.24 | 11,711 | 67.56 | 9,943 | 57.36 | | | | | | | | | | | | | |
| | ASDR ASST PUBLIC WORKS DIRECTOR | 8 | 7,812 | 45.07 | 9,500 | 54.81 | 10,156 | 58.59 | 12,422 | 71.67 | 10,547 | 60.85 | | | | | | | | | | | | | |
| | ASTT ASST TREASURER AND TAX COLLECTOR | 8 | 6,943 | 40.06 | 8,443 | 48.71 | 9,026 | 52.07 | 11,040 | 63.69 | 9,374 | 54.08 | | | | | | | | | | | | | |
| | ATNY-1 ATTORNEY I | 14 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 | 6,904 | 39.83 | | | | | | | | | | | | | |
| | ATNY-2 ATTORNEY II | 14 | 5,929 | 34.21 | 7,210 | 41.60 | 7,708 | 44.47 | 9,428 | 54.39 | 8,005 | 46.18 | | | | | | | | | | | | | |
| | ATTN-3 ATTORNEY III | 14 | 7,079 | 40.84 | 8,609 | 49.67 | 9,203 | 53.09 | 11,256 | 64.94 | 9,557 | 55.14 | | | | | | | | | | | | | |
| | AUAP-1 AUDITOR-APPRAISER I | 4 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 | 4,568 | 26.35 | | | | | | | | | | | | | |
| | AUAP-2 AUDITOR-APPRAISER II | 4 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 | 4,987 | 28.77 | | | | | | | | | | | | | |
| | AUAP-3 AUDITOR-APPRAISER III | 4 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 | | | | | | | | | | | | | |
| | BGSU BUILDING & GROUNDS SUPERVISOR | 5 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 | | | | | | | | | | | | | |
| | BUIN-1 BUILDING INSPECTOR I | 3 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 | 4,987 | 28.77 | | | | | | | | | | | | | |
| | BUIN-2 BUILDING INSPECTOR II | 3 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 | 5,450 | 31.44 | | | | | | | | | | | | | |
| | BUIN-3 BUILDING INSPECTOR III | 3 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 | | | | | | | | | | | | | |
| | BMCU BUILDING MAINTENANCE CUSTODIAN | 2 | 2,172 | 12.53 | 2,642 | 15.24 | 2,824 | 16.29 | 3,454 | 19.93 | 2,933 | 16.92 | | | | | | | | | | | | | |
| | BMTE-1 BUILDING MAINTENANCE TECHNICIAN I | 2 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 | 3,713 | 21.42 | | | | | | | | | | | | | |
| | BMTE-2 BUILDING MAINTENANCE TECHNICIAN II | 2 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 | 4,059 | 23.42 | | | | | | | | | | | | | |
| | CDRT-1 CADASTRAL DRAFTING TECHNICIAN I | 3 | 2,916 | 16.82 | 3,546 | 20.46 | 3,791 | 21.87 | 4,637 | 26.75 | 3,937 | 22.71 | | | | | | | | | | | | | |
| | CDRT-2 CADASTRAL DRAFTING TECHNICIAN II | 3 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 | | | | | | | | | | | | | |
| | CIPM CAPITAL IMPROVEMENTS PROJECT MANAGER | 8 | 6,943 | 40.06 | 8,443 | 48.71 | 9,026 | 52.07 | 11,040 | 63.69 | 9,374 | 54.08 | | | | | | | | | | | | | |
| | CBOF CHIEF BUILDING OFFICIAL | 8 | 6,545 | 37.76 | 7,959 | 45.92 | 8,509 | 49.09 | 10,407 | 60.04 | 8,836 | 50.98 | | | | | | | | | | | | | |
| | CCMG CCS CASE MANAGER | 3 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 | 4,179 | 24.11 | | | | | | | | | | | | | |
| | CDAF CHIEF DEPUTY ASSESSOR - ADMINISTRATION | 8 | 4,590 | 26.48 | 5,582 | 32.20 | 5,967 | 34.43 | 7,299 | 42.11 | 6,197 | 35.75 | | | | | | | | | | | | | |
| | CDCC CHIEF DEPUTY COUNTY COUNSEL | 8 | 9,328 | 53.82 | 11,343 | 65.44 | 12,127 | 69.96 | 14,832 | 85.57 | 12,593 | 72.65 | | | | | | | | | | | | | |
| | CDDA CHIEF DEPUTY DISTRICT ATTORNEY | 8 | 8,793 | 50.73 | 10,693 | 61.69 | 11,431 | 65.95 | 13,981 | 80.66 | 11,871 | 68.49 | | | | | | | | | | | | | |
| | CDRE CHIEF DEPUTY RECORDER | 8 | 4,201 | 24.24 | 5,109 | 29.48 | 5,462 | 31.51 | 6,680 | 38.54 | 5,672 | 32.72 | | | | | | | | | | | | | |
| | CDRV CHIEF DEPUTY CLERK / REGISTRAR OF VOTERS | 8 | 4,201 | 24.24 | 5,109 | 29.48 | 5,462 | 31.51 | 6,680 | 38.54 | 5,672 | 32.72 | | | | | | | | | | | | | |

(525-1216) Adopt... - 22 of 76

| (525-1216) Adopt... | | 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 | | MAXIMUM MONTHLY SALARY | | MAXIMUM HOURLY RATE | | MAXIMUM MONTHLY SALARY | | MAXIMUM HOURLY RATE | | MAXIMUM MONTHLY SALARY | | MAXIMUM HOURLY RATE | | | | | |
| DE | CLASSIFICATION | BARG UNIT | | | | | | | | | | | | | | | | | | | | | | | |
| | | CHIEF DEPUTY TREASURER & TAX COLLECTOR | 8 | 4,590 | 26.48 | 5,582 | 32.20 | 5,967 | 34.43 | 7,299 | 42.11 | 6,197 | 35.75 | | | | | | | | | | | | |
| | | CHIEF INFORMATION OFFICER | 8 | 9,057 | 52.25 | 11,014 | 63.54 | 11,775 | 67.93 | 14,401 | 83.08 | 12,227 | 70.54 | | | | | | | | | | | | |
| | | CLERK OF THE BOARD OF SUPERVISORS | 8 | 5,166 | 29.80 | 6,282 | 36.24 | 6,716 | 38.75 | 8,214 | 47.39 | 6,975 | 40.24 | | | | | | | | | | | | |
| | | CASE MANAGER I | 3 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 | 3,713 | 21.42 | | | | | | | | | | | | |
| | | CASE MANAGER II | 3 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 | 4,179 | 24.11 | | | | | | | | | | | | |
| | | CEOF ENFORCEMENT OFFICER | 3 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 | 35.96 | 5,292 | 30.53 | | | | | | | | | | | | |
| | | CEOF-1 CODE ENFORCEMENT OFFICER I | 3 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 | 4,987 | 28.77 | | | | | | | | | | | | |
| | | CEOF-2 CODE ENFORCEMENT OFFICER II | 3 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 | 5,450 | 31.44 | | | | | | | | | | | | |
| | | COAS COMMISSARY ASSISTANT | 1 | 2,372 | 13.68 | 2,885 | 16.64 | 3,084 | 17.79 | 3,772 | 21.76 | 3,203 | 18.48 | | | | | | | | | | | | |
| | | CMCO COMMISSARY COORDINATOR | 1 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 | 4,179 | 24.11 | | | | | | | | | | | | |
| | | CLAC COMMUNICATIONS & LEGISLATIVE AFFAIRS COORDINATOR | 8 | 5,321 | 30.70 | 6,471 | 37.33 | 6,918 | 39.91 | 8,461 | 48.81 | 7,184 | 41.45 | | | | | | | | | | | | |
| | | CDIS-1 COMMUNICATIONS DISPATCHER I | 6 | 3,052 | 17.61 | 3,712 | 21.42 | 3,968 | 22.89 | 4,853 | 28.00 | 4,121 | 23.78 | | | | | | | | | | | | |
| | | CDIS-2 COMMUNICATIONS DISPATCHER II | 6 | 3,448 | 19.89 | 4,193 | 24.19 | 4,483 | 25.86 | 5,483 | 31.63 | 4,655 | 26.86 | | | | | | | | | | | | |
| | | CDSA COMMUNITY DEV & SERV AGENCY DIRECTOR | 8 | 9,608 | 55.43 | 11,684 | 67.41 | 12,491 | 72.06 | 15,277 | 88.14 | 12,971 | 74.83 | | | | | | | | | | | | |
| | | CSOR COMMUNITY SERVICES OFFICER | 6 | 3,145 | 18.14 | 3,825 | 22.07 | 4,089 | 23.59 | 5,001 | 28.85 | 4,246 | 24.50 | | | | | | | | | | | | |
| | | CAPA CONTRACT & PURCHASING ADMINISTRATOR | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 | | | | | | | | | | | | |
| | | CROK CONTROL ROOM OPERATOR | 1 | 2,443 | 14.09 | 2,971 | 17.14 | 3,176 | 18.32 | 3,885 | 22.41 | 3,299 | 19.03 | | | | | | | | | | | | |
| | | COOK | 2 | 2,443 | 14.09 | 2,971 | 17.14 | 3,176 | 18.32 | 3,885 | 22.41 | 3,299 | 19.03 | | | | | | | | | | | | |
| | | CORP CORPORAL | 6 | 3,995 | 23.05 | 4,858 | 28.03 | 5,194 | 29.97 | 6,353 | 36.65 | 5,394 | 31.12 | | | | | | | | | | | | |
| | | CFLV CORRECTIONAL FACILITY LVN | 3 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 | 4,987 | 28.77 | | | | | | | | | | | | |
| | | CFMA CORRECTIONAL FACILITY MEDICAL ASSISTANT | 3 | 2,592 | 14.95 | 3,152 | 18.18 | 3,370 | 19.44 | 4,122 | 23.78 | 3,500 | 20.19 | | | | | | | | | | | | |
| | | CFRN CORRECTIONAL FACILITY RN | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 | | | | | | | | | | | | |
| | | CORL CORRECTIONAL LIEUTENANT | 7 | 5,636 | 32.52 | 6,854 | 39.54 | 7,327 | 42.27 | 8,962 | 51.70 | 7,609 | 43.90 | | | | | | | | | | | | |
| | | CMTE-1 CORRECTIONAL MAINTENANCE TECHNICIAN I | 2 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 | 3,713 | 21.42 | | | | | | | | | | | | |
| | | CMTE-2 CORRECTIONAL MAINTENANCE TECHNICIAN II | 2 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 | 4,059 | 23.42 | | | | | | | | | | | | |
| | | CORS CORRECTIONAL SERGEANT | 7 | 4,252 | 24.53 | 5,171 | 29.83 | 5,528 | 31.89 | 6,761 | 39.01 | 5,741 | 33.12 | | | | | | | | | | | | |
| | | COFO CORRECTIONS FOOD SERVICES SUPERVISOR | 5 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 | 4,987 | 28.77 | | | | | | | | | | | | |
| | | COAD COUNTY ADMINISTRATOR | 8 | 11,139 | 64.26 | 13,546 | 78.15 | 14,481 | 83.54 | 17,712 | 102.18 | 15,038 | 86.76 | | | | | | | | | | | | |
| | | COCO COUNTY COUNSEL | 8 | 10,815 | 62.39 | 13,152 | 75.88 | 14,060 | 81.12 | 17,196 | 99.21 | 14,601 | 84.24 | | | | | | | | | | | | |
| | | COSU COUNTY SURVEYOR | 8 | 6,169 | 35.59 | 7,502 | 43.28 | 8,020 | 46.27 | 9,809 | 56.59 | 8,329 | 48.05 | | | | | | | | | | | | |
| | | CPRO CHIEF PROBATION OFFICER | 8 | 8,288 | 47.82 | 10,079 | 58.15 | 10,775 | 62.16 | 13,178 | 76.03 | 11,189 | 64.55 | | | | | | | | | | | | |
| | | CRAN CRIME ANALYST | 6 | 4,118 | 23.76 | 5,008 | 28.89 | 5,354 | 30.89 | 6,548 | 37.78 | 5,560 | 32.08 | | | | | | | | | | | | |
| | | CSTE CHILD SUPPORT TECHNICIAN | 3 | 2,443 | 14.09 | 2,971 | 17.14 | 3,176 | 18.32 | 3,885 | 22.41 | 3,299 | 19.03 | | | | | | | | | | | | |

(525-1216) Adopt... - 23 of 76

| DE | CLASSIFICATION | BARG UNIT | PAY RATE | | | | | | | | LONGEVITY | | | |
|--------|--|-----------|-----------------------|---------------------|----------------|---------------------|----------------|---------------------|----------------|---------------------|-----------------|---------------------|----------------|---------------------|
| | | | MINIMUM | | MAXIMUM | | MAXIMUM | | MAXIMUM | | 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 | MONTHLY SALARY | MAXIMUM HOURLY RATE |
| R-1 | CLINICAL SOCIAL WORKER I | 4 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 | 6,705 | 38.68 | | |
| CSWR-2 | CLINICAL SOCIAL WORKER II | 4 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 | 49.77 | 7,324 | 42.25 | | |
| CUSU | CUSTODIAL SUPERVISOR | 5 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 | 3,397 | 19.60 | | |
| CRSR | CUSTOMER RELATIONS SUPERVISOR | 5 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 | 5,450 | 31.44 | | |
| DCBS | DEPUTY CLERK OF THE BOARD OF SUPERVISORS | 11 | 3,127 | 18.04 | 3,803 | 21.94 | 4,066 | 23.46 | 4,972 | 28.68 | 4,222 | 24.36 | | |
| DCES | DEPUTY COUNTY ADMINISTRATOR - EMERGENCY | 8 | 6,741 | 38.89 | 8,198 | 47.30 | 8,764 | 50.56 | 10,719 | 61.84 | 9,101 | 52.51 | | |
| DCCL-1 | DEPUTY COUNTY COUNSEL I | 8 | 4,870 | 28.10 | 5,922 | 34.17 | 6,331 | 36.53 | 7,744 | 44.68 | 6,575 | 37.93 | | |
| DCCL-2 | DEPUTY COUNTY COUNSEL II | 8 | 5,646 | 32.57 | 6,866 | 39.61 | 7,340 | 42.35 | 8,978 | 51.80 | 7,623 | 43.98 | | |
| DCCL-3 | DEPUTY COUNTY COUNSEL III | 8 | 6,741 | 38.89 | 8,198 | 47.30 | 8,764 | 50.56 | 10,719 | 61.84 | 9,101 | 52.51 | | |
| DHHS | DEPUTY DIRECTOR OF HHS | 8 | 7,585 | 43.76 | 9,224 | 53.22 | 9,861 | 56.89 | 12,061 | 69.58 | 10,240 | 59.08 | | |
| DDAA | DEPUTY DIRECTOR/ADMINISTRATIVE AFFAIRS | 8 | 5,480 | 31.62 | 6,664 | 38.45 | 7,124 | 41.10 | 8,714 | 50.27 | 7,398 | 42.68 | | |
| DLA | DEPUTY DIRECTOR/LEGAL AFFAIRS | 8 | 7,151 | 41.26 | 8,696 | 50.17 | 9,297 | 53.64 | 11,371 | 65.60 | 9,654 | 55.70 | | |
| DEDA-1 | DEPUTY DISTRICT ATTORNEY I | 14 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 | 6,904 | 39.83 | | |
| DEDA-2 | DEPUTY DISTRICT ATTORNEY II | 14 | 5,929 | 34.21 | 7,210 | 41.60 | 7,708 | 44.47 | 9,428 | 54.39 | 8,005 | 46.18 | | |
| DPDA-3 | DEPUTY DISTRICT ATTORNEY III | 14 | 7,079 | 40.84 | 8,609 | 49.67 | 9,203 | 53.09 | 11,256 | 64.94 | 9,557 | 55.14 | | |
| DPOF-1 | DEPUTY PROBATION OFFICER I | 16 | 3,485 | 20.11 | 4,238 | 24.45 | 4,531 | 26.14 | 5,542 | 31.97 | 4,705 | 27.14 | | |
| DPOF-2 | DEPUTY PROBATION OFFICER II | 16 | 3,808 | 21.97 | 4,631 | 26.72 | 4,951 | 28.56 | 6,055 | 34.93 | 5,141 | 29.66 | | |
| DPOF-3 | DEPUTY PROBATION OFFICER III | 16 | 4,160 | 24.00 | 5,059 | 29.19 | 5,408 | 31.20 | 6,615 | 38.16 | 5,616 | 32.40 | | |
| DPGN-1 | DEPUTY PUBLIC GUARDIAN I | 4 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 | | |
| DPGN-2 | DEPUTY PUBLIC GUARDIAN II | 4 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 | 35.96 | 5,292 | 30.53 | | |
| DESH-1 | DEPUTY SHERIFF I | 6 | 3,188 | 18.39 | 3,877 | 22.37 | 4,145 | 23.91 | 5,069 | 29.24 | 4,304 | 24.83 | | |
| DSHF-3 | DEPUTY SHERIFF III | 6 | 3,874 | 22.35 | 4,711 | 27.18 | 5,037 | 29.06 | 6,160 | 35.54 | 5,230 | 30.17 | | |
| DRAS | DIRECTOR OF ADMINISTRATIVE SERVICES | 8 | 8,047 | 46.43 | 9,786 | 56.46 | 10,462 | 60.36 | 12,795 | 73.82 | 10,864 | 62.68 | | |
| DRCS | DIRECTOR OF CHILD SUPPORT SERVICES | 8 | 8,047 | 46.43 | 9,786 | 56.46 | 10,462 | 60.36 | 12,795 | 73.82 | 10,864 | 62.68 | | |
| DREH | DIRECTOR OF ENVIRONMENTAL HEALTH | 8 | 5,990 | 34.56 | 7,284 | 42.02 | 7,787 | 44.93 | 9,525 | 54.95 | 8,087 | 46.66 | | |
| DRFA | DIRECTOR OF FINANCE & ADMINISTRATION | 8 | 6,355 | 36.66 | 7,728 | 44.58 | 8,262 | 47.67 | 10,105 | 58.30 | 8,580 | 49.50 | | |
| DRHH | DIRECTOR OF HEALTH & HUMAN SVCS | 8 | 8,793 | 50.73 | 10,693 | 61.69 | 11,431 | 65.95 | 13,981 | 80.66 | 11,871 | 68.49 | | |
| DRNU | DIRECTOR OF NURSES | 8 | 7,151 | 41.26 | 8,696 | 50.17 | 9,297 | 53.64 | 11,371 | 65.60 | 9,654 | 55.70 | | |
| DRPL | DIRECTOR OF PLANNING | 8 | 8,288 | 47.82 | 10,079 | 58.15 | 10,775 | 62.16 | 13,178 | 76.03 | 11,189 | 64.55 | | |
| DAIN | DISTRICT ATTORNEY INVESTIGATOR | 6 | 4,679 | 26.99 | 5,690 | 32.83 | 6,083 | 35.09 | 7,440 | 42.92 | 6,317 | 36.44 | | |
| ECDC | ECONOMIC DEVELOPMENT COORDINATOR | 8 | 5,321 | 30.70 | 6,471 | 37.33 | 6,918 | 39.91 | 8,461 | 48.81 | 7,184 | 41.45 | | |
| ELCL-1 | ELECTIONS CLERK I | 1 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 | 3,713 | 21.42 | | |
| ELCL-2 | ELECTIONS CLERK II | 1 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 | 4,059 | 23.42 | | |

(525-1216) Adopt... - 24 of 76

| | | PAY RATE | | | | LONGEVITY | | | | | |
|----------------|--|-------------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|--------|-------|
| | | PRIOR TO 7/1/13 | | POST 7/1/13 | | PRIOR TO 7/1/13 | | POST 7/1/13 | | | |
| CLASSIFICATION | BARG UNIT | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | | |
| | | | | | | | | | | | |
| ELITE-1 | ELIGIBILITY SUPERVISOR | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| ELITE-1 | ELIGIBILITY TECHNICIAN I | 2,592 | 14.95 | 3,152 | 18.18 | 3,370 | 19.44 | 4,122 | 23.78 | 3,500 | 20.19 |
| ELITE-2 | ELIGIBILITY TECHNICIAN II | 2,916 | 16.82 | 3,546 | 20.46 | 3,791 | 21.87 | 4,637 | 26.75 | 3,937 | 22.71 |
| EMOM | EMERGENCY OPERATIONS MANAGER | 5,646 | 32.57 | 6,866 | 39.61 | 7,340 | 42.35 | 8,978 | 51.80 | 7,623 | 43.98 |
| EMOP | EMERGENCY OPERATIONS PLANNER | 4,329 | 24.98 | 5,265 | 30.38 | 5,628 | 32.47 | 6,884 | 39.72 | 5,845 | 33.72 |
| EMSO | EMERGENCY SERVICES OFFICER | 5,017 | 28.94 | 6,101 | 35.20 | 6,523 | 37.63 | 7,978 | 46.03 | 6,773 | 39.08 |
| ETSP-1 | EMPLOYMENT & TRAINING SPECIALIST I | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 | 4,179 | 24.11 |
| ETSP-2 | EMPLOYMENT & TRAINING SPECIALIST II | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 | 4,568 | 26.35 |
| ENTE-1 | ENGINEERING TECHNICIAN I | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| ENTE-2 | ENGINEERING TECHNICIAN II | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 | 5,450 | 31.44 |
| EHSP-1 | ENVIRONMENTAL HEALTH SPECIALIST I | 3,806 | 21.96 | 4,629 | 26.71 | 4,948 | 28.55 | 6,052 | 34.92 | 5,139 | 29.65 |
| EHSP-2 | ENVIRONMENTAL HEALTH SPECIALIST II | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| EHSU | ENVIRONMENTAL HEALTH SUPERVISOR | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 | 6,705 | 38.68 |
| Ehte | ENVIRONMENTAL HEALTH TECHNICIAN | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 | 4,568 | 26.35 |
| EPID | EPIDEMIOLOGIST | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 | 6,904 | 39.83 |
| EOSS | EQUIPMENT SERVICE SPECIALIST | 2,592 | 14.95 | 3,152 | 18.18 | 3,370 | 19.44 | 4,122 | 23.78 | 3,500 | 20.19 |
| EUTC | EVIDENCE TECHNICIAN | 2,969 | 17.13 | 3,611 | 20.83 | 3,860 | 22.27 | 4,721 | 27.24 | 4,009 | 23.13 |
| EXAS | EXECUTIVE ASSISTANT | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| EXSH | EXECUTIVE ASSISTANT TO THE SHERIFF | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| EACA | EXECUTIVE ASST TO COUNTY ADMINISTRATOR | 3,416 | 19.71 | 4,154 | 23.97 | 4,441 | 25.62 | 5,432 | 31.34 | 4,612 | 26.61 |
| EDTR | EXECUTIVE DIRECTOR, THREE RIVERS LEVEE | 9,828 | 56.70 | 11,951 | 68.95 | 12,777 | 73.71 | 15,627 | 90.16 | 13,268 | 76.55 |
| FMGR | FACILITIES MANAGER | 4,729 | 27.28 | 5,751 | 33.18 | 6,148 | 35.47 | 7,520 | 43.38 | 6,385 | 36.84 |
| FNPR | FAMILY NURSE PRACTITIONER | 5,929 | 34.21 | 7,210 | 41.60 | 7,708 | 44.47 | 9,428 | 54.39 | 8,005 | 46.18 |
| FASU | FINANCE & ADMINISTRATIVE SUPERVISOR | 4,679 | 26.99 | 5,690 | 32.83 | 6,083 | 35.09 | 7,440 | 42.92 | 6,317 | 36.44 |
| FFED | FIRST 5 YUBA COMMISSION EXECUTIVE DIRECTOR | 5,321 | 30.70 | 6,471 | 37.33 | 6,918 | 39.91 | 8,461 | 48.81 | 7,184 | 41.45 |
| FIAN | FISCAL ANALYST | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| GRCO-1 | GROUP COUNSELOR I | 2,594 | 14.97 | 3,155 | 18.20 | 3,373 | 19.46 | 4,125 | 23.80 | 3,502 | 20.20 |
| GRCO-2 | GROUP COUNSELOR II | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 | 4,059 | 23.42 |
| HMS-1 | HAZARDOUS MATERIALS SPECIALIST I | 3,806 | 21.96 | 4,629 | 26.71 | 4,948 | 28.55 | 6,052 | 34.92 | 5,139 | 29.65 |
| HMS-2 | HAZARDOUS MATERIALS SPECIALIST II | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| HMS-3 | HAZARDOUS MATERIALS SPECIALIST III | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 |
| HMSU | HAZARDOUS MATERIALS SUPERVISOR | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 | 6,705 | 38.68 |
| HHAD | HEALTH & HUMAN SERVICES AIDE | 2,047 | 11.81 | 2,490 | 14.37 | 2,662 | 15.36 | 3,255 | 18.78 | 2,764 | 15.95 |

| (525-1216) Adopt... | | | | | | | | | | | | |
|---------------------|--|-----------|-------------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|
| DE | 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| M | HEALTH & HUMAN SVCS PROGRAM MGR | 8 | 5,646 | 32.57 | 6,866 | 39.61 | 7,340 | 42.35 | 8,978 | 51.80 | 7,623 | 43.98 |
| HAID | HEALTH AIDE | 1 | 2,107 | 12.16 | 2,563 | 14.79 | 2,740 | 15.81 | 3,351 | 19.33 | 2,845 | 16.41 |
| HESP-1 | HEALTH EDUCATION SPECIALIST I | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| HESP-2 | HEALTH EDUCATION SPECIALIST II | 4 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| HEOR | HEALTH OFFICER | 8 | 11,474 | 66.20 | 13,953 | 80.50 | 14,917 | 86.06 | 18,244 | 105.25 | 15,490 | 89.37 |
| HPCR | HEALTH PROGRAM COORDINATOR | 5 | 4,282 | 24.70 | 5,207 | 30.04 | 5,567 | 32.12 | 6,809 | 39.28 | 5,781 | 33.35 |
| HEQM | HEAVY EQUIPMENT MECHANIC | 2 | 3,483 | 20.09 | 4,236 | 24.44 | 4,528 | 26.12 | 5,538 | 31.95 | 4,703 | 27.13 |
| HCSM | HOUSING & COMMUNITY SERVICES MANAGER | 8 | 4,078 | 23.53 | 4,959 | 28.61 | 5,302 | 30.59 | 6,485 | 37.41 | 5,506 | 31.77 |
| HOPM | HOUSING PROGRAM MANAGER | 8 | 4,590 | 26.48 | 5,582 | 32.20 | 5,967 | 34.43 | 7,299 | 42.11 | 6,197 | 35.75 |
| HOSP | HOUSING SPECIALIST | 3 | 2,592 | 14.95 | 3,152 | 18.18 | 3,370 | 19.44 | 4,122 | 23.78 | 3,500 | 20.19 |
| HRAN-1 | HUMAN RESOURCES ANALYST I | 11 | 3,844 | 22.18 | 4,675 | 26.97 | 4,998 | 28.83 | 6,112 | 35.26 | 5,190 | 29.94 |
| HRAN-2 | HUMAN RESOURCES ANALYST II | 11 | 4,329 | 24.98 | 5,265 | 30.38 | 5,628 | 32.47 | 6,884 | 39.72 | 5,845 | 33.72 |
| HRDD | HUMAN RESOURCES DEPUTY DIRECTOR | 8 | 5,990 | 34.56 | 7,284 | 42.02 | 7,787 | 44.93 | 9,525 | 54.95 | 8,087 | 46.66 |
| HRDR | HUMAN RESOURCES DIRECTOR | 8 | 7,585 | 43.76 | 9,224 | 53.22 | 9,861 | 56.89 | 12,061 | 69.58 | 10,240 | 59.08 |
| HRSP | HUMAN RESOURCES SPECIALIST | 11 | 3,127 | 18.04 | 3,803 | 21.94 | 4,066 | 23.46 | 4,972 | 28.68 | 4,222 | 24.36 |
| HRTA-1 | HUMAN RESOURCES TRAINING ANALYST I | 11 | 3,844 | 22.18 | 4,675 | 26.97 | 4,998 | 28.83 | 6,112 | 35.26 | 5,190 | 29.94 |
| HRTA-2 | HUMAN RESOURCES TRAINING ANALYST II | 11 | 4,329 | 24.98 | 5,265 | 30.38 | 5,628 | 32.47 | 6,884 | 39.72 | 5,845 | 33.72 |
| ITAN-1 | INFORMATION TECHNOLOGY ANALYST I | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 |
| ITAN-2 | INFORMATION TECHNOLOGY ANALYST II | 4 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 | 6,904 | 39.83 |
| ITMG | INFORMATION TECHNOLOGY MANAGER | 8 | 6,355 | 36.66 | 7,728 | 44.58 | 8,262 | 47.67 | 10,105 | 58.30 | 8,580 | 49.50 |
| ITSO | INFORMATION TECHNOLOGY SECURITY OFFICER | 8 | 7,812 | 45.07 | 9,500 | 54.81 | 10,156 | 58.59 | 12,422 | 71.67 | 10,547 | 60.85 |
| ITSU | INFORMATION TECHNOLOGY SUPERVISOR | 5 | 6,106 | 35.23 | 7,425 | 42.84 | 7,938 | 45.80 | 9,709 | 56.01 | 8,244 | 47.56 |
| ITST-1 | INFORMATION TECHNOLOGY SUPPORT TECHNICIAN I | 3 | 3,806 | 21.96 | 4,629 | 26.71 | 4,948 | 28.55 | 6,052 | 34.92 | 5,139 | 29.65 |
| ITST-2 | INFORMATION TECHNOLOGY SUPPORT TECHNICIAN II | 3 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| ITSA | INFORMATION TECHNOLOGY SYSTEMS ARCHITECT | 8 | 5,990 | 34.56 | 7,284 | 42.02 | 7,787 | 44.93 | 9,525 | 54.95 | 8,087 | 46.66 |
| INCO-1 | INTERVENTION COUNSELOR I | 3 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 | 4,179 | 24.11 |
| INCO-2 | INTERVENTION COUNSELOR II | 3 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 | 4,568 | 26.35 |
| KISU | KITCHEN SUPERVISOR | 5 | 2,671 | 15.41 | 3,248 | 18.74 | 3,473 | 20.04 | 4,247 | 24.50 | 3,606 | 20.80 |
| LEBU | LEAD BUILDING MAINTENANCE CUSTODIAN | 2 | 2,372 | 13.68 | 2,885 | 16.64 | 3,084 | 17.79 | 3,772 | 21.76 | 3,203 | 18.48 |
| LOAS-1 | LEGAL OFFICE ASSISTANT I | 1 | 2,304 | 13.29 | 2,802 | 16.17 | 2,996 | 17.28 | 3,664 | 21.14 | 3,111 | 17.95 |
| LOAS-2 | LEGAL OFFICE ASSISTANT II | 1 | 2,592 | 14.95 | 3,152 | 18.18 | 3,370 | 19.44 | 4,122 | 23.78 | 3,500 | 20.19 |
| LGSC | LEGAL SECRETARY | 11 | 2,862 | 16.51 | 3,481 | 20.08 | 3,721 | 21.47 | 4,551 | 26.26 | 3,864 | 22.29 |
| LSCO | LEGAL SERVICES COORDINATOR | 11 | 3,416 | 19.71 | 4,154 | 23.97 | 4,441 | 25.62 | 5,432 | 31.34 | 4,612 | 26.61 |

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| 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| LEGAL SERVICES SUPERVISOR | 5 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 |
| LIBRARIAN | 4 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 |
| LIBRARY TECHNICIAN I | 1 | 2,047 | 11.81 | 2,490 | 14.37 | 2,662 | 15.36 | 3,255 | 18.78 |
| MANAGEMENT ANALYST I | 8 | 4,201 | 24.24 | 5,109 | 29.48 | 5,462 | 31.51 | 6,680 | 38.54 |
| MANAGEMENT ANALYST II | 8 | 4,729 | 27.28 | 5,751 | 33.18 | 6,148 | 35.47 | 7,520 | 43.38 |
| OFFICE ASSISTANT I | 1 | 2,047 | 11.81 | 2,490 | 14.37 | 2,662 | 15.36 | 3,255 | 18.78 |
| OFFICE ASSISTANT I | 11 | 1,949 | 11.24 | 2,370 | 13.67 | 2,534 | 14.62 | 3,099 | 17.88 |
| OFFICE ASSISTANT II | 1 | 2,238 | 12.91 | 2,722 | 15.70 | 2,910 | 16.79 | 3,559 | 20.53 |
| OFFICE ASSISTANT II | 11 | 2,131 | 12.29 | 2,592 | 14.95 | 2,771 | 15.99 | 3,389 | 19.55 |
| OFFICE SPECIALIST | 1 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 |
| OFFICE SPECIALIST | 11 | 2,396 | 13.82 | 2,914 | 16.81 | 3,115 | 17.97 | 3,810 | 21.98 |
| OFFICE SPECIALIST | 11 | 3,221 | 18.58 | 3,917 | 22.60 | 4,188 | 24.16 | 5,122 | 29.55 |
| PARALEGAL | 11 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 |
| PARKS & LANDSCAPE COORDINATOR | 3 | 3,483 | 20.09 | 4,236 | 24.44 | 4,528 | 26.12 | 5,538 | 31.95 |
| PAYROLL TECHNICIAN | 4 | 5,754 | 33.20 | 6,997 | 40.37 | 7,481 | 43.16 | 9,149 | 52.78 |
| PHYSICAL THERAPIST | 4 | 4,282 | 24.70 | 5,207 | 30.04 | 5,567 | 32.12 | 6,809 | 39.28 |
| PLAN CHECKER I | 4 | 4,679 | 26.99 | 5,690 | 32.83 | 6,083 | 35.09 | 7,440 | 42.92 |
| PLAN CHECKER II | 8 | 6,741 | 38.89 | 8,198 | 47.30 | 8,764 | 50.56 | 10,719 | 61.84 |
| PRINCIPAL ENGINEER | 8 | 6,355 | 36.66 | 7,728 | 44.58 | 8,262 | 47.67 | 10,105 | 58.30 |
| PRINCIPAL MANAGEMENT ANALYST | 8 | 5,815 | 33.55 | 7,072 | 40.80 | 7,560 | 43.62 | 9,246 | 53.34 |
| PRINCIPAL PLANNER | 2 | 2,172 | 12.53 | 2,642 | 15.24 | 2,824 | 16.29 | 3,454 | 19.93 |
| PRINTER'S ASSISTANT I | 2 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 |
| PRINTER'S ASSISTANT II | 5 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 |
| PRINTING SERVICES COORDINATOR | 8 | 5,990 | 34.56 | 7,284 | 42.02 | 7,787 | 44.93 | 9,525 | 54.95 |
| PUBLIC WORKS PROJECT MANAGER | 8 | 4,870 | 28.10 | 5,922 | 34.17 | 6,331 | 36.53 | 7,744 | 44.68 |
| PROBATION PROGRAM MANAGER I | 8 | 5,321 | 30.70 | 6,471 | 37.33 | 6,918 | 39.91 | 8,461 | 48.81 |
| PROBATION PROGRAM MANAGER II | 1 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 |
| PROGRAM AIDE | 1 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 |
| PROGRAM ASSISTANT | 5 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 |
| PROGRAM SPECIALIST | 5 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 |
| PROGRAM SPECIALIST ADULT SERVICES | 5 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 |
| PROJECT MANAGER | 8 | 5,321 | 30.70 | 6,471 | 37.33 | 6,918 | 39.91 | 8,461 | 48.81 |
| PUBLIC GUARDIAN-CONSERVATOR | 8 | 5,017 | 28.94 | 6,101 | 35.20 | 6,523 | 37.63 | 7,978 | 46.03 |
| PUBLIC HEALTH NURSE I | 4 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 | 49.77 |

| | | PAY RATE | | | | LONGEVITY | | | |
|--------|--|-----------------|-------------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|
| | | PRIOR TO 7/1/13 | | POST 7/1/13 | | PRIOR TO 7/1/13 | | POST 7/1/13 | |
| DE | CLASSIFICATION | BARG UNIT | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY |
| R-2 | PUBLIC HEALTH NURSE II | 4 | 5,754 | 33.20 | 6,997 | 40.37 | 7,481 | 43.16 | 9,149 |
| PHNR-3 | PUBLIC HEALTH NURSE III | 4 | 6,106 | 35.23 | 7,425 | 42.84 | 7,938 | 45.80 | 9,709 |
| PHNI | PUBLIC HEALTH NURSE INTERN | 4 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 |
| PWDR | PUBLIC WORKS DIRECTOR | 8 | 9,057 | 52.25 | 11,014 | 63.54 | 11,775 | 67.93 | 14,401 |
| PWMR-1 | PUBLIC WORKS MAINTENANCE WORKER I | 2 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 |
| PWMR-2 | PUBLIC WORKS MAINTENANCE WORKER II | 2 | 2,916 | 16.82 | 3,546 | 20.46 | 3,791 | 21.87 | 4,637 |
| PWSU | PUBLIC WORKS SUPERINTENDENT | 8 | 4,729 | 27.28 | 5,751 | 33.18 | 6,148 | 35.47 | 7,520 |
| RECL-1 | RECORDER CLERK I | 1 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 |
| RECL-2 | RECORDER CLERK II | 1 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 |
| RENU | REGISTERED NURSE | 4 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 |
| RMSR | ROAD MAINTENANCE SUPERVISOR | 5 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 |
| RPAR-1 | REAL PROPERTY APPRAISER I | 4 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 |
| RPAR-2 | REAL PROPERTY APPRAISER II | 4 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 |
| RPAR-3 | REAL PROPERTY APPRAISER III | 4 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 |
| SAAD | SENIOR ACCOUNTANT-AUDITOR | 4 | 4,282 | 24.70 | 5,207 | 30.04 | 5,567 | 32.12 | 6,809 |
| SBMT | SENIOR BUILDING MAINTENANCE TECHNICIAN | 2 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 |
| SEAT | SENIOR ACCOUNTING TECHNICIAN | 3 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 |
| SDPO | SENIOR DEPUTY PROBATION OFFICER | 16 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 |
| SRET | SENIOR ELIGIBILITY TECHNICIAN | 3 | 3,188 | 18.39 | 3,877 | 22.37 | 4,145 | 23.91 | 5,069 |
| SEHS | SENIOR ENVIRONMENTAL HEALTH SPECIALIST | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 |
| SRHS | SENIOR HOUSING SPECIALIST | 3 | 2,916 | 16.82 | 3,546 | 20.46 | 3,791 | 21.87 | 4,637 |
| SITA | SENIOR INFORMATION TECHNOLOGY ANALYST | 4 | 5,754 | 33.20 | 6,997 | 40.37 | 7,481 | 43.16 | 9,149 |
| SITT | SENIOR INFORMATION TECHNOLOGY SUPPORT | 3 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 |
| SITE | SENIOR LIBRARY TECHNICIAN | 3 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 |
| SEPT | SENIOR PERMIT TECHNICIAN | 1 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 |
| SEPL | SENIOR PLANNER | 4 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 |
| SPMW | SENIOR PUBLIC WORKS MAINTENANCE WORKER | 2 | 3,188 | 18.39 | 3,877 | 22.37 | 4,145 | 23.91 | 5,069 |
| SSAC | SENIOR SUBSTANCE ABUSE COUNSELOR | 3 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 |
| SWVA | SENIOR VICTIM/WITNESS ADVOCATE | 3 | 3,188 | 18.39 | 3,877 | 22.37 | 4,145 | 23.91 | 5,069 |
| SHCA | SHERIFF'S CAPTAIN | 8 | 6,408 | 36.97 | 7,793 | 44.96 | 8,331 | 48.06 | 10,189 |
| SCSA | SHERIFF'S CIVIL SERVICES ASSOCIATE | 6 | 3,251 | 18.76 | 3,954 | 22.81 | 4,227 | 24.39 | 5,170 |
| SCRS | SHERIFF'S COMMUN & RECORDS SUPERV | 5 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 |
| SHFA | SHERIFF'S FINANCIAL MANAGER | 8 | 5,480 | 31.62 | 6,664 | 38.45 | 7,124 | 41.10 | 8,714 |

(525-1216) Adopt... - 28 of 76

| 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| SHERIFF'S LIEUTENANT - OPERATIONS | 7 | 5,636 | 32.52 | 6,854 | 39.54 | 7,327 | 42.27 | 8,962 | 51.70 |
| SHERIFF'S RECORDS CLERK | 1 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 |
| SHERIFF'S SERGEANT - CORRECTIONS | 7 | 4,632 | 26.72 | 5,633 | 32.50 | 6,022 | 34.74 | 7,365 | 42.49 |
| SHERIFF'S SERGEANT - OPERATIONS | 7 | 4,632 | 26.72 | 5,633 | 32.50 | 6,022 | 34.74 | 7,365 | 42.49 |
| SOCIAL WORKER SUPERVISOR (AS) | 5 | 4,679 | 26.99 | 5,690 | 32.83 | 6,083 | 35.09 | 7,440 | 42.92 |
| SOCIAL WORKER SUPERVISOR (CWS) | 5 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 | 49.77 |
| SOCIAL WORKER SUPERVISOR (EMPLOY) | 5 | 4,412 | 25.45 | 5,365 | 30.95 | 5,736 | 33.09 | 7,016 | 40.48 |
| SUBSTANCE ABUSE COUNSELOR I | 3 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 |
| SUBSTANCE ABUSE COUNSELOR II | 3 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 |
| SUPERVISING ANIMAL CARE SERVICES OFFICER | 5 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 |
| SUPERVISING BUILDING OFFICIAL | 5 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 |
| SUPERVISING CASE MANAGER | 5 | 3,483 | 20.09 | 4,236 | 24.44 | 4,528 | 26.12 | 5,538 | 31.95 |
| SUPERVISING CORRECTIONAL FACILITY RN | 5 | 5,268 | 30.39 | 6,406 | 36.96 | 6,849 | 39.51 | 8,377 | 48.33 |
| SUPERVISING DEPUTY PROBATION OFFICER | 17 | 4,968 | 28.66 | 6,042 | 34.86 | 6,459 | 37.26 | 7,900 | 45.58 |
| SUPERVISING GROUP COUNSELOR | 17 | 3,485 | 20.11 | 4,238 | 24.45 | 4,531 | 26.14 | 5,542 | 31.97 |
| SUPERVISING LEGAL OFFICE ASSISTANT | 5 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 |
| SUPERVISING MECHANIC | 5 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 | 35.96 |
| SUPERVISING OFFICE ASSISTANT | 5 | 2,832 | 16.34 | 3,444 | 19.87 | 3,682 | 21.24 | 4,503 | 25.98 |
| SUPERVISING PUBLIC HEALTH NURSE | 5 | 6,673 | 38.50 | 8,115 | 46.82 | 8,675 | 50.05 | 10,611 | 61.22 |
| SUPERVISING WELFARE FRAUD INVESTIGATOR | 7 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 |
| SUPPLY MAIL CLERK I | 1 | 1,987 | 11.46 | 2,417 | 13.94 | 2,584 | 14.91 | 3,160 | 18.23 |
| SUPPLY MAIL CLERK II | 1 | 2,172 | 12.53 | 2,642 | 15.24 | 2,824 | 16.29 | 3,454 | 19.93 |
| SOCIAL WORKER I (AS) | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 |
| SOCIAL WORKER II (AS) | 4 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 |
| SOCIAL WORKER III (AS) | 4 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 | 35.96 |
| SOCIAL WORKER IV (AS) | 4 | 4,412 | 25.45 | 5,365 | 30.95 | 5,736 | 33.09 | 7,016 | 40.48 |
| SOCIAL WORKER I (CWS) | 4 | 3,806 | 21.96 | 4,629 | 26.71 | 4,948 | 28.55 | 6,052 | 34.92 |
| SOCIAL WORKER II (CWS) | 4 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 |
| SOCIAL WORKER III (CWS) | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 |
| SOCIAL WORKER IV (CWS) | 4 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 |
| SOCIAL WORKER I (EMPLOY) | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 |
| SOCIAL WORKER II (EMPLOY) | 4 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 |
| SOCIAL WORKER I | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 |

| | | PAY RATE | | | | LONGEVITY | | | |
|--------|-----------------------------------|-----------------|-------------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|
| | | PRIOR TO 7/1/13 | | POST 7/1/13 | | PRIOR TO 7/1/13 | | POST 7/1/13 | |
| DE | CLASSIFICATION | BARG UNIT | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY |
| R-2 | SOCIAL WORKER II | 4 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 |
| SWKR-3 | SOCIAL WORKER III | 4 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 |
| SWKR-4 | SOCIAL WORKER IV | 4 | 4,412 | 25.45 | 5,365 | 30.95 | 5,736 | 33.09 | 7,016 |
| SYSA | SYSTEMS SUPPORT ANALYST | 3 | 3,188 | 18.39 | 3,877 | 22.37 | 4,145 | 23.91 | 5,069 |
| TRCC | TRAINING COORDINATOR - CSS | 5 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 |
| TRAN-1 | TRANSFER ANALYST I | 3 | 2,832 | 16.34 | 3,444 | 19.87 | 3,682 | 21.24 | 4,503 |
| TRAN-2 | TRANSFER ANALYST II | 3 | 3,188 | 18.39 | 3,877 | 22.37 | 4,145 | 23.91 | 5,069 |
| UNSH | UNDERSHERIFF | 8 | 8,202 | 47.32 | 9,974 | 57.54 | 10,663 | 61.52 | 13,042 |
| VESO | VETERANS' SERVICES OFFICER | 8 | 4,456 | 25.71 | 5,419 | 31.26 | 5,793 | 33.42 | 7,086 |
| VESR | VETERANS' SERVICES REPRESENTATIVE | 3 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 |
| VWPM | VICTIM WITNESS PROGRAM MANAGER | 8 | 5,480 | 31.62 | 6,664 | 38.45 | 7,124 | 41.10 | 8,714 |
| VWAD-1 | VICTIM WITNESS ADVOCATE I | 3 | 2,592 | 14.95 | 3,152 | 18.18 | 3,370 | 19.44 | 4,122 |
| VWAD-2 | VICTIM WITNESS ADVOCATE II | 3 | 2,916 | 16.82 | 3,546 | 20.46 | 3,791 | 21.87 | 4,637 |
| WFIN | WELFARE FRAUD INVESTIGATOR | 6 | 4,679 | 26.99 | 5,690 | 32.83 | 6,083 | 35.09 | 7,440 |

Please Note:
Bilingual Pay: Some positions may qualify for an additional \$125 per month for Bilingual Pay. Bargaining Units 6 and 7 may qualify for an additional \$100 per month.
Confidential Pay: Classifications in Unit 11 receive an additional 5% of Salary (Base X Index Rate).
Differential Pay: Cook Classifications in the Co. Jail receive an additional 5% of Salary (Base X Index).

| | |
|--|---|
| DETERMINE AN EMPLOYEE'S MONTHLY SALARY: | |
| ST: | Step 1 through 5 (Index Rates Between 1.0000 and 1.2160) are Merit. Index Rates above 1.2160 are Longevity Steps. |
| ND: | Determine the # of Years of Service Completed or Step Rate at time of hire. |
| RD: | In the Step Index Table: Refer to the "Step" or "Yrs of Service" column and get the corresponding "Index Rate". |
| 4TH: | Refer to the Classification System - Basic Salary Schedule and find current title of position. Multiply the "Index Rate" by the "Base" of the position. Round up to the nearest whole dollar. |

| EMPLOYEES HIRED BEFORE 7/1/13 | | | | |
|--|------------|------------|------------|------------|
| MERIT/LONGEVITY STEP INDEX | | | | |
| | Step | Index Rate | Yrs of Svc | Index Rate |
| MERIT | 1 | 1.0000 | 16 | 1.3800 |
| | 2 | 1.0500 | 17 | 1.3950 |
| | 3 | 1.1030 | 18 | 1.4100 |
| | 4 | 1.1580 | 19 | 1.4250 |
| | 5 | 1.2160 | 20 | 1.4400 |
| | Yrs of Svc | Index Rate | 21 | 1.4550 |
| LONGEVITY | 6 | 1.2300 | 22 | 1.4700 |
| | 7 | 1.2450 | 23 | 1.4850 |
| | 8 | 1.2600 | 24 | 1.5000 |
| | 9 | 1.2750 | 25 | 1.5150 |
| | 10 | 1.2900 | 26 | 1.5300 |
| | 11 | 1.3050 | 27 | 1.5450 |
| | 12 | 1.3200 | 28 | 1.5600 |
| | 13 | 1.3350 | 29 | 1.5750 |
| | 14 | 1.3500 | 30 | 1.5900 |
| | 15 | 1.3650 | | |

| EMPLOYEES HIRED ON OR AFTER 7/1/13 | | |
|---|------------|-------------|
| MERIT / LONGEVITY STEP INDEX | | |
| Step | Index Rate | |
| 1 | 1.00 | |
| 2 | 1.05 | |
| 3 | 1.10 | |
| 4 | 1.15 | |
| 5 | 1.20 | |
| 6 | 1.25 | |
| 7 | 1.30 | |
| LONGEVITY | | |
| (AT LEAST 15 YEARS SVC): | | 1.35 |

tion #2014-53 BOS Approved 7/8/2014
 filed in accordance with Government Code Section
 & Title 2 of CA Code of Regulations Section 570.5
 ned by CalPERS.

Classification System-Basic Salary/Hourly Schedule
 Effective Date: July 2014

(525-1216) Adopt... - 31 of 76

| | | PAY RATE | | LONGEVITY | | | | | | | | |
|--------|--|-----------------|-------------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|--------|-------|--------|-------|
| | | PRIOR TO 7/1/13 | POST 7/1/13 | PRIOR TO 7/1/13 | POST 7/1/13 | | | | | | | |
| PDE | CLASSIFICATION | BARG UNIT | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | | | | |
| | | | | | | | | | | | | |
| D-1 | ACCOUNTANT-AUDITOR I | 4 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| AAUD-2 | ACCOUNTANT-AUDITOR II | 4 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 | 35.96 | 5,292 | 30.53 |
| ACAS-1 | ACCOUNTING ASSISTANT I | 1 | 2,238 | 12.91 | 2,722 | 15.70 | 2,910 | 16.79 | 3,559 | 20.53 | 3,022 | 17.43 |
| ACAS-2 | ACCOUNTING ASSISTANT II | 1 | 2,443 | 14.09 | 2,971 | 17.14 | 3,176 | 18.32 | 3,885 | 22.41 | 3,299 | 19.03 |
| ACSP | ACCOUNTING SPECIALIST | 1 | 2,671 | 15.41 | 3,248 | 18.74 | 3,473 | 20.04 | 4,247 | 24.50 | 3,606 | 20.80 |
| ATEC | ACCOUNTING TECHNICIAN | 3 | 2,916 | 16.82 | 3,546 | 20.46 | 3,791 | 21.87 | 4,637 | 26.75 | 3,937 | 22.71 |
| AASU | ADMINISTRATION & ACCOUNTING SUPERVISOR | 5 | 3,806 | 21.96 | 4,629 | 26.71 | 4,948 | 28.55 | 6,052 | 34.92 | 5,139 | 29.65 |
| AAHS | ADMINISTRATIVE ANALYST - HUMAN SERV | 4 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| ASMR | ADMINISTRATIVE SERVICES MANAGER | 8 | 4,820 | 27.81 | 5,862 | 33.82 | 6,266 | 36.15 | 7,664 | 44.22 | 6,507 | 37.54 |
| ASOF-1 | ADMINISTRATIVE SERVICES OFFICER I | 8 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| ASOF-2 | ADMINISTRATIVE SERVICES OFFICER II | 8 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 |
| ADTC | ADMINISTRATIVE TECHNICIAN | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| AGDR | AG COMMISSIONER/DIR OF WGTS & MEAS | 8 | 7,291 | 42.06 | 8,866 | 51.15 | 9,479 | 54.69 | 11,593 | 66.88 | 9,843 | 56.79 |
| AGMS-1 | AG WEIGHTS & MEASURES SPECIALIST I | 4 | 3,806 | 21.96 | 4,629 | 26.71 | 4,948 | 28.55 | 6,052 | 34.92 | 5,139 | 29.65 |
| AGMS-2 | AG WEIGHTS & MEASURES SPECIALIST II | 4 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| AGMS-3 | AG WEIGHTS & MEASURES SPECIALIST III | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 |
| AIDE | AIDE | 1 | 1,715 | 9.89 | 2,086 | 12.03 | 2,230 | 12.87 | 2,727 | 15.73 | 2,316 | 13.36 |
| ARMG | AIRPORT MANAGER | 8 | 5,588 | 32.24 | 6,796 | 39.21 | 7,265 | 41.91 | 8,885 | 51.26 | 7,544 | 43.52 |
| ANCO | ANIMAL CARE SERVICES OFFICER | 2 | 2,671 | 15.41 | 3,248 | 18.74 | 3,473 | 20.04 | 4,247 | 24.50 | 3,606 | 20.80 |
| ACTE | ANIMAL CARE TECHNICIAN | 2 | 2,372 | 13.68 | 2,885 | 16.64 | 3,084 | 17.79 | 3,772 | 21.76 | 3,203 | 18.48 |
| APSP | APPEALS SPECIALIST | 3 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 | 4,987 | 28.77 |
| ASAS-1 | ASSESSMENT ASSISTANT I | 1 | 2,304 | 13.29 | 2,802 | 16.17 | 2,996 | 17.28 | 3,664 | 21.14 | 3,111 | 17.95 |
| ASAS-2 | ASSESSMENT ASSISTANT II | 1 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 | 3,397 | 19.60 |
| ASSP | ASSESSMENT SPECIALIST | 1 | 2,832 | 16.34 | 3,444 | 19.87 | 3,682 | 21.24 | 4,503 | 25.98 | 3,824 | 22.06 |
| AASR | ASSISTANT ASSESSOR | 8 | 7,291 | 42.06 | 8,866 | 51.15 | 9,479 | 54.69 | 11,593 | 66.88 | 9,843 | 56.79 |
| AACR | ASSISTANT AUDITOR-CONTROLLER | 8 | 7,291 | 42.06 | 8,866 | 51.15 | 9,479 | 54.69 | 11,593 | 66.88 | 9,843 | 56.79 |
| ACPO | ASSISTANT CHIEF PROBATION OFFICER | 8 | 7,438 | 42.91 | 9,045 | 52.18 | 9,670 | 55.79 | 11,827 | 68.23 | 10,042 | 57.93 |
| ASCA | ASSISTANT COUNTY ADMINISTRATOR | 8 | 10,089 | 58.21 | 12,269 | 70.78 | 13,116 | 75.67 | 16,042 | 92.55 | 13,621 | 78.58 |
| ASEN | ASSISTANT ENGINEER | 4 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 | 6,705 | 38.68 |
| AHRA | ASSISTANT HUMAN RESOURCES ANALYST | 11 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |

| | | 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | | | |
| CODE | CLASSIFICATION | BARG UNIT | | | | | | | | | | |
| W | ASSISTANT PUBLIC WORKS SUPERINTENDENT | 5 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| ASSU | ASSISTANT SURVEYOR | 4 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 | 6,705 | 38.68 |
| ASCI | ASSOCIATE CIVIL ENGINEER | 4 | 6,290 | 36.29 | 7,649 | 44.13 | 8,177 | 47.18 | 10,002 | 57.70 | 8,492 | 48.99 |
| ASOE | ASSOCIATE ENGINEER | 4 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 | 49.77 | 7,324 | 42.25 |
| ASOS | ASSOCIATE SURVEYOR | 4 | 5,929 | 34.21 | 7,210 | 41.60 | 7,708 | 44.47 | 9,428 | 54.39 | 8,005 | 46.18 |
| ASAG | ASST AG & WGTs & MEASURES COMM | 8 | 6,290 | 36.29 | 7,649 | 44.13 | 8,177 | 47.18 | 10,002 | 57.70 | 8,492 | 48.99 |
| ADRA | ASST DIRECTOR ADMINISTRATIVE SERVICES | 8 | 7,291 | 42.06 | 8,866 | 51.15 | 9,479 | 54.69 | 11,593 | 66.88 | 9,843 | 56.79 |
| ADPL | ASST DIRECTOR OF PLANNING | 8 | 7,734 | 44.62 | 9,405 | 54.26 | 10,055 | 58.01 | 12,298 | 70.95 | 10,441 | 60.24 |
| ASDR | ASST PUBLIC WORKS DIRECTOR | 8 | 8,203 | 47.33 | 9,975 | 57.55 | 10,664 | 61.52 | 13,043 | 75.25 | 11,075 | 63.89 |
| ASTT | ASST TREASURER AND TAX COLLECTOR | 8 | 7,291 | 42.06 | 8,866 | 51.15 | 9,479 | 54.69 | 11,593 | 66.88 | 9,843 | 56.79 |
| ATNY-1 | ATTORNEY I | 14 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 | 6,904 | 39.83 |
| ATNY-2 | ATTORNEY II | 14 | 5,929 | 34.21 | 7,210 | 41.60 | 7,708 | 44.47 | 9,428 | 54.39 | 8,005 | 46.18 |
| ATTN-3 | ATTORNEY III | 14 | 7,079 | 40.84 | 8,609 | 49.67 | 9,203 | 53.09 | 11,256 | 64.94 | 9,557 | 55.14 |
| AUAP-1 | AUDITOR-APPRAISER I | 4 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 | 4,568 | 26.35 |
| AUAP-2 | AUDITOR-APPRAISER II | 4 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 | 4,987 | 28.77 |
| AUAP-3 | AUDITOR-APPRAISER III | 4 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| BGSU | BUILDING & GROUNDS SUPERVISOR | 5 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| BUIN-1 | BUILDING INSPECTOR I | 3 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 | 4,987 | 28.77 |
| BUIN-2 | BUILDING INSPECTOR II | 3 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 | 5,450 | 31.44 |
| BUIN-3 | BUILDING INSPECTOR III | 3 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 |
| BMCU | BUILDING MAINTENANCE CUSTODIAN | 2 | 2,172 | 12.53 | 2,642 | 15.24 | 2,824 | 16.29 | 3,454 | 19.93 | 2,933 | 16.92 |
| BMT-E-1 | BUILDING MAINTENANCE TECHNICIAN I | 2 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 | 3,713 | 21.42 |
| BMT-E-2 | BUILDING MAINTENANCE TECHNICIAN II | 2 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 | 4,059 | 23.42 |
| CDRT-1 | CADASTRAL DRAFTING TECHNICIAN I | 3 | 2,916 | 16.82 | 3,546 | 20.46 | 3,791 | 21.87 | 4,637 | 26.75 | 3,937 | 22.71 |
| CDRT-2 | CADASTRAL DRAFTING TECHNICIAN II | 3 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| CMGR-1 | CASE MANAGER I | 3 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 | 3,713 | 21.42 |
| CMGR-2 | CASE MANAGER II | 3 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 | 4,179 | 24.11 |
| CCMG | CCS CASE MANAGER | 3 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 | 4,179 | 24.11 |
| CBOF | CHIEF BUILDING OFFICIAL | 8 | 6,873 | 39.65 | 8,358 | 48.22 | 8,935 | 51.55 | 10,929 | 63.05 | 9,279 | 53.53 |
| CDA | CHIEF DEPUTY ASSESSOR - ADMINISTRATION | 8 | 4,820 | 27.81 | 5,862 | 33.82 | 6,266 | 36.15 | 7,664 | 44.22 | 6,507 | 37.54 |

(525-1216) Adopt... - 33 of 76

| JDE | CLASSIFICATION | BARG UNIT | MINIMUM | | MAXIMUM | | MAXIMUM | | MAXIMUM | | MAXIMUM | |
|--------|--|-----------|-----------------------|---------------------|----------------|---------------------|----------------|---------------------|-----------------|-------------|-----------------|-------------|
| | | | MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MONTHLY SALARY | MAXIMUM HOURLY RATE | MONTHLY SALARY | MAXIMUM HOURLY RATE | PRIOR TO 7/1/13 | POST 7/1/13 | PRIOR TO 7/1/13 | POST 7/1/13 |
| Y | CHIEF DEPUTY CLERK / REGISTRAR OF VOTERS | 8 | 4,412 | 25.45 | 5,365 | 30.95 | 5,736 | 33.09 | 7,016 | 40.48 | 5,957 | 34.37 |
| CDCC | CHIEF DEPUTY COUNTY COUNSEL | 8 | 9,795 | 56.51 | 11,911 | 68.72 | 12,734 | 73.47 | 15,575 | 89.86 | 13,224 | 76.29 |
| CDDA | CHIEF DEPUTY DISTRICT ATTORNEY | 8 | 9,233 | 53.27 | 11,228 | 64.78 | 12,003 | 69.25 | 14,681 | 84.70 | 12,465 | 71.91 |
| CDRE | CHIEF DEPUTY RECORDER | 8 | 4,412 | 25.45 | 5,365 | 30.95 | 5,736 | 33.09 | 7,016 | 40.48 | 5,957 | 34.37 |
| CDTT | CHIEF DEPUTY TREASURER & TAX COLLECTOR | 8 | 4,820 | 27.81 | 5,862 | 33.82 | 6,266 | 36.15 | 7,664 | 44.22 | 6,507 | 37.54 |
| CHIO | CHIEF INFORMATION OFFICER | 8 | 9,510 | 54.87 | 11,565 | 66.72 | 12,363 | 71.33 | 15,121 | 87.24 | 12,839 | 74.07 |
| CPRO | CHIEF PROBATION OFFICER | 8 | 8,620 | 49.73 | 10,482 | 60.47 | 11,206 | 64.65 | 13,706 | 79.07 | 11,637 | 67.14 |
| CSTE | CHILD SUPPORT TECHNICIAN | 3 | 2,443 | 14.09 | 2,971 | 17.14 | 3,176 | 18.32 | 3,885 | 22.41 | 3,299 | 19.03 |
| CLBS | CLERK OF THE BOARD OF SUPERVISORS | 8 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 | 49.77 | 7,324 | 42.25 |
| CSWR-1 | CLINICAL SOCIAL WORKER I | 4 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 | 6,705 | 38.68 |
| CSWR-2 | CLINICAL SOCIAL WORKER II | 4 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 | 49.77 | 7,324 | 42.25 |
| CEOF | CODE ENFORCEMENT OFFICER | 3 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 | 35.96 | 5,292 | 30.53 |
| CEOF-1 | CODE ENFORCEMENT OFFICER I | 3 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 | 4,987 | 28.77 |
| CEOF-2 | CODE ENFORCEMENT OFFICER II | 3 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 | 5,450 | 31.44 |
| COAS | COMMISSARY ASSISTANT | 1 | 2,372 | 13.68 | 2,885 | 16.64 | 3,084 | 17.79 | 3,772 | 21.76 | 3,203 | 18.48 |
| CMCO | COMMISSARY COORDINATOR | 1 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 | 4,179 | 24.11 |
| CLAC | COMMUNICATIONS & LEGISLATIVE AFFAIRS COORDINATOR | 8 | 5,588 | 32.24 | 6,796 | 39.21 | 7,265 | 41.91 | 8,885 | 51.26 | 7,544 | 43.52 |
| CDIS-1 | COMMUNICATIONS DISPATCHER I | 6 | 3,220 | 18.58 | 3,916 | 22.59 | 4,186 | 24.15 | 5,120 | 29.54 | 4,347 | 25.08 |
| CDIS-2 | COMMUNICATIONS DISPATCHER II | 6 | 3,638 | 20.99 | 4,424 | 25.52 | 4,730 | 27.29 | 5,785 | 33.38 | 4,912 | 28.34 |
| CDSA | COMMUNITY DEV & SERV AGENCY DIRECTOR | 8 | 10,089 | 58.21 | 12,269 | 70.78 | 13,116 | 75.67 | 16,042 | 92.55 | 13,621 | 78.58 |
| CSOR | COMMUNITY SERVICES OFFICER | 6 | 3,318 | 19.14 | 4,035 | 23.28 | 4,314 | 24.89 | 5,276 | 30.44 | 4,480 | 25.85 |
| CAPA | CONTRACT & PURCHASING ADMINISTRATOR | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 |
| CROB | CONTROL ROOM OPERATOR | 1 | 2,443 | 14.09 | 2,971 | 17.14 | 3,176 | 18.32 | 3,885 | 22.41 | 3,299 | 19.03 |
| COOK | COOK | 2 | 2,443 | 14.09 | 2,971 | 17.14 | 3,176 | 18.32 | 3,885 | 22.41 | 3,299 | 19.03 |
| CORP | CORPORAL | 6 | 4,255 | 24.55 | 5,175 | 29.86 | 5,532 | 31.92 | 6,766 | 39.03 | 5,745 | 33.14 |
| CFLV | CORRECTIONAL FACILITY LVN | 3 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 | 4,987 | 28.77 |
| CFMA | CORRECTIONAL FACILITY MEDICAL ASSISTANT | 3 | 2,592 | 14.95 | 3,152 | 18.18 | 3,370 | 19.44 | 4,122 | 23.78 | 3,500 | 20.19 |
| CFRN | CORRECTIONAL FACILITY RN | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 |
| CORL | CORRECTIONAL LIEUTENANT | 7 | 6,003 | 34.63 | 7,300 | 42.12 | 7,804 | 45.02 | 9,545 | 55.07 | 8,105 | 46.76 |
| CMTE-1 | CORRECTIONAL MAINTENANCE TECHNICIAN I | 2 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 | 3,713 | 21.42 |

Classifications: 305
 tion #2014-53 BOS Approved 7/8/2014

YUBA COUNTY
 Classification System-Basic Salary/Hourly Schedule
 Effective Date: July 2014

(525-1216) Adopt... - 34 of 76

| JDE | CLASSIFICATION | BARG UNIT | PAY RATE | | | | | | LONGEVITY | | | |
|--------|--|-----------|-----------------------|---------------------|----------------|---------------------|----------------|---------------------|-----------------|-------------|-----------------|-------------|
| | | | MINIMUM | | MAXIMUM | | MAXIMUM | | MAXIMUM | | MAXIMUM | |
| | | | MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MONTHLY SALARY | MAXIMUM HOURLY RATE | MONTHLY SALARY | MAXIMUM HOURLY RATE | PRIOR TO 7/1/13 | POST 7/1/13 | PRIOR TO 7/1/13 | POST 7/1/13 |
| E-2 | CORRECTIONAL MAINTENANCE TECHNICIAN II | 2 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 | 4,059 | 23.42 |
| CORO | CORRECTIONAL OFFICER | 6 | 3,396 | 19.59 | 4,130 | 23.83 | 4,415 | 25.47 | 5,400 | 31.15 | 4,585 | 26.45 |
| CORS | CORRECTIONAL SERGEANT | 7 | 4,529 | 26.13 | 5,508 | 31.78 | 5,888 | 33.97 | 7,202 | 41.55 | 6,115 | 35.28 |
| COFO | CORRECTIONS FOOD SERVICES SUPERVISOR | 5 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 | 4,987 | 28.77 |
| COAD | COUNTY ADMINISTRATOR | 8 | 11,139 | 64.26 | 13,546 | 78.15 | 14,481 | 83.54 | 17,712 | 102.18 | 15,038 | 86.76 |
| COCO | COUNTY COUNSEL | 8 | 11,356 | 65.52 | 13,809 | 79.67 | 14,763 | 85.17 | 18,057 | 104.18 | 15,331 | 88.45 |
| COSU | COUNTY SURVEYOR | 8 | 6,478 | 37.37 | 7,878 | 45.45 | 8,422 | 48.59 | 10,301 | 59.43 | 8,746 | 50.46 |
| CRAN | CRIME ANALYST | 6 | 4,345 | 25.07 | 5,284 | 30.48 | 5,649 | 32.59 | 6,909 | 39.86 | 5,866 | 33.84 |
| CUSU | CUSTODIAL SUPERVISOR | 5 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 | 3,397 | 19.60 |
| CRSR | CUSTOMER RELATIONS SUPERVISOR | 5 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 | 5,450 | 31.44 |
| DCBS | DEPUTY CLERK OF THE BOARD OF SUPERVISORS | 11 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| DCES | DEPUTY COUNTY ADMINISTRATOR - EMERGENCY | 8 | 7,079 | 40.84 | 8,609 | 49.67 | 9,203 | 53.09 | 11,256 | 64.94 | 9,557 | 55.14 |
| DCCL-1 | DEPUTY COUNTY COUNSEL I | 8 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 | 6,904 | 39.83 |
| DCCL-2 | DEPUTY COUNTY COUNSEL II | 8 | 5,929 | 34.21 | 7,210 | 41.60 | 7,708 | 44.47 | 9,428 | 54.39 | 8,005 | 46.18 |
| DCCL-3 | DEPUTY COUNTY COUNSEL III | 8 | 7,079 | 40.84 | 8,609 | 49.67 | 9,203 | 53.09 | 11,256 | 64.94 | 9,557 | 55.14 |
| DDHS | DEPUTY DIRECTOR OF HHS | 8 | 7,965 | 45.95 | 9,686 | 55.88 | 10,355 | 59.74 | 12,665 | 73.07 | 10,753 | 62.04 |
| DDAA | DEPUTY DIRECTOR/ADMINISTRATIVE AFFAIRS | 8 | 5,754 | 33.20 | 6,997 | 40.37 | 7,481 | 43.16 | 9,149 | 52.78 | 7,768 | 44.82 |
| DDLA | DEPUTY DIRECTOR/LEGAL AFFAIRS | 8 | 7,509 | 43.32 | 9,131 | 52.68 | 9,762 | 56.32 | 11,940 | 68.88 | 10,138 | 58.49 |
| DEDA-1 | DEPUTY DISTRICT ATTORNEY I | 14 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 | 6,904 | 39.83 |
| DEDA-2 | DEPUTY DISTRICT ATTORNEY II | 14 | 5,929 | 34.21 | 7,210 | 41.60 | 7,708 | 44.47 | 9,428 | 54.39 | 8,005 | 46.18 |
| DPDA-3 | DEPUTY DISTRICT ATTORNEY III | 14 | 7,079 | 40.84 | 8,609 | 49.67 | 9,203 | 53.09 | 11,256 | 64.94 | 9,557 | 55.14 |
| DPOF-1 | DEPUTY PROBATION OFFICER I | 16 | 3,555 | 20.51 | 4,323 | 24.94 | 4,622 | 26.67 | 5,653 | 32.61 | 4,800 | 27.69 |
| DPOF-2 | DEPUTY PROBATION OFFICER II | 16 | 3,885 | 22.41 | 4,725 | 27.26 | 5,051 | 29.14 | 6,178 | 35.64 | 5,245 | 30.26 |
| DPOF-3 | DEPUTY PROBATION OFFICER III | 16 | 4,244 | 24.48 | 5,161 | 29.78 | 5,518 | 31.83 | 6,748 | 38.93 | 5,730 | 33.06 |
| DPGN-1 | DEPUTY PUBLIC GUARDIAN I | 4 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| DPGN-2 | DEPUTY PUBLIC GUARDIAN II | 4 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 | 35.96 | 5,292 | 30.53 |
| DESH | DEPUTY SHERIFF | 6 | 4,126 | 23.80 | 5,018 | 28.95 | 5,364 | 30.95 | 6,561 | 37.85 | 5,571 | 32.14 |
| DRAS | DIRECTOR OF ADMINISTRATIVE SERVICES | 8 | 8,450 | 48.75 | 10,276 | 59.28 | 10,985 | 63.38 | 13,436 | 77.52 | 11,408 | 65.82 |
| DRCS | DIRECTOR OF CHILD SUPPORT SERVICES | 8 | 8,450 | 48.75 | 10,276 | 59.28 | 10,985 | 63.38 | 13,436 | 77.52 | 11,408 | 65.82 |
| DREH | DIRECTOR OF ENVIRONMENTAL HEALTH | 8 | 6,290 | 36.29 | 7,649 | 44.13 | 8,177 | 47.18 | 10,002 | 57.70 | 8,492 | 48.99 |

Classifications: 305
 #2014-53 BOS Approved 7/8/2014

YUBA COUNTY
 Classification System-Basic Salary/Hourly Schedule
 Effective Date: July 2014

(525-1216) Adopt... - 35 of 76

| CODE | | CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | | |
|---------|--|----------------|-----------|-----------------------|-------------|----------------|-------------|-----------------|-------------|----------------|-------------|-------|
| | | | | MINIMUM | | MAXIMUM | | PRIOR TO 7/1/13 | | POST 7/1/13 | | |
| | | | | MONTHLY SALARY (BASE) | HOURLY RATE | MONTHLY SALARY | HOURLY RATE | MONTHLY SALARY | HOURLY RATE | MONTHLY SALARY | HOURLY RATE | |
| A | DIRECTOR OF FINANCE & ADMINISTRATION | 8 | 6,673 | 38.50 | 8,115 | 46.82 | 8,675 | 50.05 | 10,611 | 61.22 | 9,009 | 51.98 |
| DRHH | DIRECTOR OF HEALTH & HUMAN SVCS | 8 | 10,392 | 59.95 | 12,637 | 72.91 | 13,510 | 77.94 | 16,524 | 95.33 | 14,030 | 80.94 |
| DRNU | DIRECTOR OF NURSES | 8 | 7,509 | 43.32 | 9,131 | 52.68 | 9,762 | 56.32 | 11,940 | 68.88 | 10,138 | 58.49 |
| DRPL | DIRECTOR OF PLANNING | 8 | 8,703 | 50.21 | 10,583 | 61.06 | 11,314 | 65.27 | 13,838 | 79.83 | 11,750 | 67.79 |
| DAN | DISTRICT ATTORNEY INVESTIGATOR | 6 | 4,773 | 27.54 | 5,804 | 33.48 | 6,205 | 35.80 | 7,590 | 43.79 | 6,444 | 37.18 |
| ECDC | ECONOMIC DEVELOPMENT COORDINATOR | 8 | 5,588 | 32.24 | 6,796 | 39.21 | 7,265 | 41.91 | 8,885 | 51.26 | 7,544 | 43.52 |
| ELCL-1 | ELECTIONS CLERK I | 1 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 | 3,713 | 21.42 |
| ELCL-2 | ELECTIONS CLERK II | 1 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 | 4,059 | 23.42 |
| ELSU | ELIGIBILITY SUPERVISOR | 5 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| ELTE-1 | ELIGIBILITY TECHNICIAN I | 3 | 2,592 | 14.95 | 3,152 | 18.18 | 3,370 | 19.44 | 4,122 | 23.78 | 3,500 | 20.19 |
| ELTE-2 | ELIGIBILITY TECHNICIAN II | 3 | 2,916 | 16.82 | 3,546 | 20.46 | 3,791 | 21.87 | 4,637 | 26.75 | 3,937 | 22.71 |
| EMOM | EMERGENCY OPERATIONS MANAGER | 8 | 5,929 | 34.21 | 7,210 | 41.60 | 7,708 | 44.47 | 9,428 | 54.39 | 8,005 | 46.18 |
| EMOP | EMERGENCY OPERATIONS PLANNER | 8 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 |
| EMSO | EMERGENCY SERVICES OFFICER | 8 | 5,268 | 30.39 | 6,406 | 36.96 | 6,849 | 39.51 | 8,377 | 48.33 | 7,112 | 41.03 |
| ETSP-1 | EMPLOYMENT & TRAINING SPECIALIST I | 4 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 | 4,179 | 24.11 |
| ETSP-2 | EMPLOYMENT & TRAINING SPECIALIST II | 4 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 | 4,568 | 26.35 |
| ENTE-1 | ENGINEERING TECHNICIAN I | 3 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| ENTE-2 | ENGINEERING TECHNICIAN II | 3 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 | 5,450 | 31.44 |
| EHPSP-1 | ENVIRONMENTAL HEALTH SPECIALIST I | 4 | 3,806 | 21.96 | 4,629 | 26.71 | 4,948 | 28.55 | 6,052 | 34.92 | 5,139 | 29.65 |
| EHPSP-2 | ENVIRONMENTAL HEALTH SPECIALIST II | 4 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| EHSU | ENVIRONMENTAL HEALTH SUPERVISOR | 5 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 | 6,705 | 38.68 |
| EHTE | ENVIRONMENTAL HEALTH TECHNICIAN | 3 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 | 4,568 | 26.35 |
| EPID | EPIDEMIOLOGIST | 5 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 | 6,904 | 39.83 |
| EQSS | EQUIPMENT SERVICE SPECIALIST | 2 | 2,592 | 14.95 | 3,152 | 18.18 | 3,370 | 19.44 | 4,122 | 23.78 | 3,500 | 20.19 |
| EUTC | EVIDENCE TECHNICIAN | 6 | 3,133 | 18.08 | 3,810 | 21.98 | 4,073 | 23.50 | 4,982 | 28.74 | 4,230 | 24.40 |
| EXAS | EXECUTIVE ASSISTANT | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| EXSH | EXECUTIVE ASSISTANT TO THE SHERIFF | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| EACA | EXECUTIVE ASST TO COUNTY ADMINISTRATOR | 11 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| EDTR | EXECUTIVE DIRECTOR, THREE RIVERS LEVEE | 8 | 10,320 | 59.54 | 12,550 | 72.40 | 13,416 | 77.40 | 16,409 | 94.67 | 13,932 | 80.38 |
| FMGR | FACILITIES MANAGER | 8 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 | 6,705 | 38.68 |

(525-1216) Adopt... - 37 of 76

| (525-1216) Adopt... | | | | | | | | | | | | |
|---------------------|--|-----------|-------------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|
| | | | PAY RATE | | | | LONGEVITY | | | | | |
| | | | PRIOR TO 7/1/13 | | POST 7/1/13 | | PRIOR TO 7/1/13 | | POST 7/1/13 | | | |
| CODE | CLASSIFICATION | BARG UNIT | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| ITST-1 | INFORMATION TECHNOLOGY SUPERVISOR | 5 | 6,106 | 35.23 | 7,425 | 42.84 | 7,938 | 45.80 | 9,709 | 56.01 | 8,244 | 47.56 |
| ITST-1 | INFORMATION TECHNOLOGY SUPPORT TECHNICIAN I | 3 | 3,806 | 21.96 | 4,629 | 26.71 | 4,948 | 28.55 | 6,052 | 34.92 | 5,139 | 29.65 |
| ITST-2 | INFORMATION TECHNOLOGY SUPPORT TECHNICIAN II | 3 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| ITSA | INFORMATION TECHNOLOGY SYSTEMS ARCHITECT | 8 | 6,290 | 36.29 | 7,649 | 44.13 | 8,177 | 47.18 | 10,002 | 57.70 | 8,492 | 48.99 |
| INCO-1 | INTERVENTION COUNSELOR I | 3 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 | 4,179 | 24.11 |
| INCO-2 | INTERVENTION COUNSELOR II | 3 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 | 4,568 | 26.35 |
| KISU | KITCHEN SUPERVISOR | 5 | 2,671 | 15.41 | 3,248 | 18.74 | 3,473 | 20.04 | 4,247 | 24.50 | 3,606 | 20.80 |
| LEBU | LEAD BUILDING MAINTENANCE CUSTODIAN | 2 | 2,372 | 13.68 | 2,885 | 16.64 | 3,084 | 17.79 | 3,772 | 21.76 | 3,203 | 18.48 |
| LOAS-1 | LEGAL OFFICE ASSISTANT I | 1 | 2,304 | 13.29 | 2,802 | 16.17 | 2,996 | 17.28 | 3,664 | 21.14 | 3,111 | 17.95 |
| LOAS-2 | LEGAL OFFICE ASSISTANT II | 1 | 2,592 | 14.95 | 3,152 | 18.18 | 3,370 | 19.44 | 4,122 | 23.78 | 3,500 | 20.19 |
| LGSC | LEGAL SECRETARY | 11 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 | 4,059 | 23.42 |
| LSCO | LEGAL SERVICES COORDINATOR | 11 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| LGSS | LEGAL SERVICES SUPERVISOR | 5 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| LIBR | LIBRARIAN | 4 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| LITE-1 | LIBRARY TECHNICIAN I | 1 | 2,047 | 11.81 | 2,490 | 14.37 | 2,662 | 15.36 | 3,255 | 18.78 | 2,764 | 15.95 |
| MAAN-1 | MANAGEMENT ANALYST I | 8 | 4,412 | 25.45 | 5,365 | 30.95 | 5,736 | 33.09 | 7,016 | 40.48 | 5,957 | 34.37 |
| MAAN-2 | MANAGEMENT ANALYST II | 8 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 | 6,705 | 38.68 |
| OAST-1 | OFFICE ASSISTANT I | 1 | 2,047 | 11.81 | 2,490 | 14.37 | 2,662 | 15.36 | 3,255 | 18.78 | 2,764 | 15.95 |
| OASC-1 | OFFICE ASSISTANT I | 11 | 2,047 | 11.81 | 2,490 | 14.37 | 2,662 | 15.36 | 3,255 | 18.78 | 2,764 | 15.95 |
| OAST-2 | OFFICE ASSISTANT II | 1 | 2,238 | 12.91 | 2,722 | 15.70 | 2,910 | 16.79 | 3,559 | 20.53 | 3,022 | 17.43 |
| OASC-2 | OFFICE ASSISTANT II | 11 | 2,238 | 12.91 | 2,722 | 15.70 | 2,910 | 16.79 | 3,559 | 20.53 | 3,022 | 17.43 |
| OFSP | OFFICE SPECIALIST | 1 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 | 3,397 | 19.60 |
| OFSP-C | OFFICE SPECIALIST | 11 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 | 3,397 | 19.60 |
| PARA | PARALEGAL | 11 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 | 4,568 | 26.35 |
| PATC | PAYROLL TECHNICIAN | 3 | 3,483 | 20.09 | 4,236 | 24.44 | 4,528 | 26.12 | 5,538 | 31.95 | 4,703 | 27.13 |
| PETE | PERMIT TECHNICIAN | 1 | 2,832 | 16.34 | 3,444 | 19.87 | 3,682 | 21.24 | 4,503 | 25.98 | 3,824 | 22.06 |
| PTTH | PHYSICAL THERAPIST | 4 | 5,754 | 33.20 | 6,997 | 40.37 | 7,481 | 43.16 | 9,149 | 52.78 | 7,768 | 44.82 |
| PLCR-1 | PLAN CHECKER I | 4 | 4,282 | 24.70 | 5,207 | 30.04 | 5,567 | 32.12 | 6,809 | 39.28 | 5,781 | 33.35 |
| PLCR-2 | PLAN CHECKER II | 4 | 4,679 | 26.99 | 5,690 | 32.83 | 6,083 | 35.09 | 7,440 | 42.92 | 6,317 | 36.44 |
| PLAN-1 | PLANNER I | 4 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 | 5,450 | 31.44 |

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| JDE | CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|--------|------------------------------------|-----------|-------------------------------|---------------------|-----------------|-------------|-----------------|-------------|------------------------|---------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 | POST 7/1/13 | PRIOR TO 7/1/13 | POST 7/1/13 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| N-2 | PLANNER II | 4 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 |
| PLAN-3 | PLANNER III | 4 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 | 49.77 |
| PLTE | PLANNING TECHNICIAN | 3 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 |
| PREN | PRINCIPAL ENGINEER | 8 | 7,079 | 40.84 | 8,609 | 49.67 | 9,203 | 53.09 | 11,256 | 64.94 |
| PRAN | PRINCIPAL MANAGEMENT ANALYST | 8 | 6,673 | 38.50 | 8,115 | 46.82 | 8,675 | 50.05 | 10,611 | 61.22 |
| PPLA | PRINCIPAL PLANNER | 8 | 6,106 | 35.23 | 7,425 | 42.84 | 7,938 | 45.80 | 9,709 | 56.01 |
| PBAN | PROBATION ANALYST | 4 | 4,679 | 26.99 | 5,690 | 32.83 | 6,083 | 35.09 | 7,440 | 42.92 |
| PPMG-1 | PROBATION PROGRAM MANAGER I | 8 | 5,065 | 29.22 | 6,160 | 35.54 | 6,585 | 37.99 | 8,054 | 46.47 |
| PPMG-2 | PROBATION PROGRAM MANAGER II | 8 | 5,534 | 31.93 | 6,730 | 38.83 | 7,195 | 41.51 | 8,800 | 50.77 |
| PROA | PROGRAM AIDE | 1 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 |
| PRAT | PROGRAM ASSISTANT | 1 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 |
| PRSP | PROGRAM SPECIALIST | 5 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 |
| PSAS | PROGRAM SPECIALIST ADULT SERVICES | 5 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 |
| PJMG | PROJECT MANAGER | 8 | 5,588 | 32.24 | 6,796 | 39.21 | 7,265 | 41.91 | 8,885 | 51.26 |
| PGCR | PUBLIC GUARDIAN-CONSERVATOR | 8 | 5,268 | 30.39 | 6,406 | 36.96 | 6,849 | 39.51 | 8,377 | 48.33 |
| PHNR-1 | PUBLIC HEALTH NURSE I | 4 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 | 49.77 |
| PHNR-2 | PUBLIC HEALTH NURSE II | 4 | 5,754 | 33.20 | 6,997 | 40.37 | 7,481 | 43.16 | 9,149 | 52.78 |
| PHNR-3 | PUBLIC HEALTH NURSE III | 4 | 6,106 | 35.23 | 7,425 | 42.84 | 7,938 | 45.80 | 9,709 | 56.01 |
| PHNI | PUBLIC HEALTH NURSE INTERN | 4 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 |
| PWDR | PUBLIC WORKS DIRECTOR | 8 | 9,510 | 54.87 | 11,565 | 66.72 | 12,363 | 71.33 | 15,121 | 87.24 |
| PWMR-1 | PUBLIC WORKS MAINTENANCE WORKER I | 2 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 |
| PWMR-2 | PUBLIC WORKS MAINTENANCE WORKER II | 2 | 2,916 | 16.82 | 3,546 | 20.46 | 3,791 | 21.87 | 4,637 | 26.75 |
| PRMA | PUBLIC WORKS PROJECT MANAGER | 8 | 6,290 | 36.29 | 7,649 | 44.13 | 8,177 | 47.18 | 10,002 | 57.70 |
| PWSU | PUBLIC WORKS SUPERINTENDENT | 8 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 |
| RPAR-1 | REAL PROPERTY APPRAISER I | 4 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 |
| RPAR-2 | REAL PROPERTY APPRAISER II | 4 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 |
| RPAR-3 | REAL PROPERTY APPRAISER III | 4 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 |
| RECL-1 | RECORDER CLERK I | 1 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 |
| RECL-2 | RECORDER CLERK II | 1 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 |
| RENU | REGISTERED NURSE | 4 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 |

| | | 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | | | |
| CODE | CLASSIFICATION | BARG UNIT | | | | | | | | | | |
| D | SENIOR ACCOUNTANT-AUDITOR | 4 | 4,282 | 24.70 | 5,207 | 30.04 | 5,567 | 32.12 | 6,809 | 39.28 | 5,781 | 33.35 |
| SEAT | SENIOR ACCOUNTING TECHNICIAN | 3 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| SBMT | SENIOR BUILDING MAINTENANCE TECHNICIAN | 2 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| SDPO | SENIOR DEPUTY PROBATION OFFICER | 16 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 | 6,260 | 36.12 |
| SRET | SENIOR ELIGIBILITY TECHNICIAN | 3 | 3,188 | 18.39 | 3,877 | 22.37 | 4,145 | 23.91 | 5,069 | 29.24 | 4,304 | 24.83 |
| SEHS | SENIOR ENVIRONMENTAL HEALTH SPECIALIST | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 |
| SRHS | SENIOR HOUSING SPECIALIST | 3 | 2,916 | 16.82 | 3,546 | 20.46 | 3,791 | 21.87 | 4,637 | 26.75 | 3,937 | 22.71 |
| SITA | SENIOR INFORMATION TECHNOLOGY ANALYST | 4 | 5,754 | 33.20 | 6,997 | 40.37 | 7,481 | 43.16 | 9,149 | 52.78 | 7,768 | 44.82 |
| SITT | SENIOR INFORMATION TECHNOLOGY SUPPORT | 3 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 |
| SLTE | SENIOR LIBRARY TECHNICIAN | 3 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 | 3,713 | 21.42 |
| SEPT | SENIOR PERMIT TECHNICIAN | 1 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 | 4,179 | 24.11 |
| SPMW | SENIOR PUBLIC WORKS MAINTENANCE WORKER | 2 | 3,188 | 18.39 | 3,877 | 22.37 | 4,145 | 23.91 | 5,069 | 29.24 | 4,304 | 24.83 |
| SSAC | SENIOR SUBSTANCE ABUSE COUNSELOR | 3 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 | 4,987 | 28.77 |
| SVVA | SENIOR VICTIM/WITNESS ADVOCATE | 3 | 3,188 | 18.39 | 3,877 | 22.37 | 4,145 | 23.91 | 5,069 | 29.24 | 4,304 | 24.83 |
| SHCA | SHERIFF'S CAPTAIN | 8 | 6,953 | 40.11 | 8,455 | 48.78 | 9,039 | 52.15 | 11,056 | 63.78 | 9,387 | 54.16 |
| SCSA | SHERIFF'S CIVIL SERVICES ASSOCIATE | 6 | 3,430 | 19.79 | 4,171 | 24.06 | 4,459 | 25.73 | 5,454 | 31.47 | 4,631 | 26.72 |
| SCRS | SHERIFF'S COMMUN & RECORDS SUPERV | 5 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| SHFA | SHERIFF'S FINANCIAL MANAGER | 8 | 5,754 | 33.20 | 6,997 | 40.37 | 7,481 | 43.16 | 9,149 | 52.78 | 7,768 | 44.82 |
| SHLO | SHERIFF'S LIEUTENANT - OPERATIONS | 7 | 6,003 | 34.63 | 7,300 | 42.12 | 7,804 | 45.02 | 9,545 | 55.07 | 8,105 | 46.76 |
| SHRE | SHERIFF'S RECORDS CLERK | 1 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 | 3,397 | 19.60 |
| SHSC | SHERIFF'S SERGEANT - CORRECTIONS | 7 | 4,934 | 28.47 | 6,000 | 34.62 | 6,415 | 37.01 | 7,846 | 45.27 | 6,661 | 38.43 |
| SHSO | SHERIFF'S SERGEANT - OPERATIONS | 7 | 4,934 | 28.47 | 6,000 | 34.62 | 6,415 | 37.01 | 7,846 | 45.27 | 6,661 | 38.43 |
| SWKR-1 | SOCIAL WORKER I | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| SWKA-1 | SOCIAL WORKER I (AS) | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| SWKC-1 | SOCIAL WORKER I (CWS) | 4 | 3,806 | 21.96 | 4,629 | 26.71 | 4,948 | 28.55 | 6,052 | 34.92 | 5,139 | 29.65 |
| SWKE-1 | SOCIAL WORKER I (EMPLOY) | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | | | |

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| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|--------|--|-----------|-------------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|-----------------|-------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | PRIOR TO 7/1/13 | POST 7/1/13 |
| KR-3 | SOCIAL WORKER III | 4 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 | 35.96 |
| SWKA-3 | SOCIAL WORKER III (AS) | 4 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 | 35.96 |
| SWKC-3 | SOCIAL WORKER III (CWS) | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 |
| SWKR-4 | SOCIAL WORKER IV | 4 | 4,412 | 25.45 | 5,365 | 30.95 | 5,736 | 33.09 | 7,016 | 40.48 |
| SWKA-4 | SOCIAL WORKER IV (AS) | 4 | 4,412 | 25.45 | 5,365 | 30.95 | 5,736 | 33.09 | 7,016 | 40.48 |
| SWKC-4 | SOCIAL WORKER IV (CWS) | 4 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 |
| SWSA | SOCIAL WORKER SUPERVISOR (AS) | 5 | 4,679 | 26.99 | 5,690 | 32.83 | 6,083 | 35.09 | 7,440 | 42.92 |
| SWSC | SOCIAL WORKER SUPERVISOR (CWS) | 5 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 | 49.77 |
| SWSE | SOCIAL WORKER SUPERVISOR (EMPLOY) | 5 | 4,412 | 25.45 | 5,365 | 30.95 | 5,736 | 33.09 | 7,016 | 40.48 |
| SACR-1 | SUBSTANCE ABUSE COUNSELOR I | 3 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 |
| SACR-2 | SUBSTANCE ABUSE COUNSELOR II | 3 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 |
| SACO | SUPERVISING ANIMAL CARE SERVICES OFFICER | 5 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 |
| SUBO | SUPERVISING BUILDING OFFICIAL | 5 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 |
| SCMG | SUPERVISING CASE MANAGER | 5 | 3,483 | 20.09 | 4,236 | 24.44 | 4,528 | 26.12 | 5,538 | 31.95 |
| SVRN | SUPERVISING CORRECTIONAL FACILITY RN | 5 | 5,268 | 30.39 | 6,406 | 36.96 | 6,849 | 39.51 | 8,377 | 48.33 |
| SUPO | SUPERVISING DEPUTY PROBATION OFFICER | 17 | 5,068 | 29.24 | 6,163 | 35.56 | 6,589 | 38.01 | 8,059 | 46.49 |
| SUGC | SUPERVISING GROUP COUNSELOR | 17 | 3,555 | 20.51 | 4,323 | 24.94 | 4,622 | 26.67 | 5,653 | 32.61 |
| SLOA | SUPERVISING LEGAL OFFICE ASSISTANT | 5 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 |
| SUME | SUPERVISING MECHANIC | 5 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 | 35.96 |
| SUOA | SUPERVISING OFFICE ASSISTANT | 5 | 2,832 | 16.34 | 3,444 | 19.87 | 3,682 | 21.24 | 4,503 | 25.98 |
| SPHN | SUPERVISING PUBLIC HEALTH NURSE | 5 | 6,673 | 38.50 | 8,115 | 46.82 | 8,675 | 50.05 | 10,611 | 61.22 |
| SUFI | SUPERVISING WELFARE FRAUD INVESTIGATOR | 7 | 5,217 | 30.10 | 6,344 | 36.60 | 6,783 | 39.13 | 8,296 | 47.86 |
| SMCK-1 | SUPPLY/MAIL CLERK I | 1 | 1,987 | 11.46 | 2,417 | 13.94 | 2,584 | 14.91 | 3,160 | 18.23 |
| SMCK-2 | SUPPLY/MAIL CLERK II | 1 | 2,172 | 12.53 | 2,642 | 15.24 | 2,824 | 16.29 | 3,454 | 19.93 |
| SYSA | SYSTEMS SUPPORT ANALYST | 3 | 3,188 | 18.39 | 3,877 | 22.37 | 4,145 | 23.91 | 5,069 | 29.24 |
| TRCC | TRAINING COORDINATOR - CSS | 5 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 |
| TRAN-1 | TRANSFER ANALYST I | 3 | 2,832 | 16.34 | 3,444 | 19.87 | 3,682 | 21.24 | 4,503 | 25.98 |
| TRAN-2 | TRANSFER ANALYST II | 3 | 3,188 | 18.39 | 3,877 | 22.37 | 4,145 | 23.91 | 5,069 | 29.24 |
| UNSH | UNDERSHERIFF | 8 | 8,900 | 51.35 | 10,823 | 62.44 | 11,570 | 66.75 | 14,151 | 81.64 |
| VESO | VE/TRANS SERVICES OFFICER | 8 | 4,679 | 26.99 | 5,690 | 32.83 | 6,083 | 35.09 | 7,440 | 42.92 |

(525-1216) Adopt... - 41 of 76

(525-1216) Adopt...

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | | | |
|--------|-----------------------------------|-----------|-------------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|-----------------|-------------|-------|-------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | PRIOR TO 7/1/13 | POST 7/1/13 | | |
| R | VETERANS' SERVICES REPRESENTATIVE | 3 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 | 4,059 | 23.42 |
| VM | VICTIM WITNESS PROGRAM MANAGER | 8 | 5,754 | 33.20 | 6,997 | 40.37 | 7,481 | 43.16 | 9,149 | 52.78 | 7,768 | 44.82 |
| VMAD-1 | VICTIM/WITNESS ADVOCATE I | 3 | 2,592 | 14.95 | 3,152 | 18.18 | 3,370 | 19.44 | 4,122 | 23.78 | 3,500 | 20.19 |
| VMAD-2 | VICTIM/WITNESS ADVOCATE II | 3 | 2,916 | 16.82 | 3,546 | 20.46 | 3,791 | 21.87 | 4,637 | 26.75 | 3,937 | 22.71 |
| WFIN | WELFARE FRAUD INVESTIGATOR | 6 | 4,773 | 27.54 | 5,804 | 33.48 | 6,205 | 35.80 | 7,590 | 43.79 | 6,444 | 37.18 |

Please Note:

Bilingual Pay: Some positions may qualify for an additional \$125 per month for Bilingual Pay. Bargaining Units 6 and 7 may qualify for an additional \$100 per month.

Confidential Pay: Classifications in Unit 11 receive an additional 5% of Salary (Base X Index Rate).

Differential Pay: Cook Classifications in the Co. Jail receive an additional 5% of Salary (Base X Index).

| TO DETERMINE AN EMPLOYEE'S MONTHLY SALARY: | |
|--|---|
| ST: | Step 1 through 5 (Index Rates Between 1.0000 and 1.2160) are Merit. Index Rates above 1.2160 are Longevity Steps. |
| ND: | Determine the # of Years of Service Completed or Step Rate at time of hire. |
| RD: | In the Step Index Table: Refer to the "Step" or "Yrs of Service" column and get the corresponding "Index Rate". |
| 4TH: | Refer to the Classification System - Basic Salary Schedule and find current title of position. Multiply the "Index Rate" by the "Base" of the position. Round up to the nearest whole dollar. |

| EMPLOYEES HIRED BEFORE 7/1/13 | | | | |
|----------------------------------|------------|------------|------------|------------|
| MERIT/LONGEVITY STEP INDEX | | | | |
| | Step | Index Rate | Yrs of Svc | Index Rate |
| MERIT | 1 | 1.0000 | 16 | 1.3800 |
| | 2 | 1.0500 | 17 | 1.3950 |
| | 3 | 1.1030 | 18 | 1.4100 |
| | 4 | 1.1580 | 19 | 1.4250 |
| | 5 | 1.2160 | 20 | 1.4400 |
| | Yrs of Svc | Index Rate | 21 | 1.4550 |
| LONGEVITY | 6 | 1.2300 | 22 | 1.4700 |
| | 7 | 1.2450 | 23 | 1.4850 |
| | 8 | 1.2600 | 24 | 1.5000 |
| | 9 | 1.2750 | 25 | 1.5150 |
| | 10 | 1.2900 | 26 | 1.5300 |
| | 11 | 1.3050 | 27 | 1.5450 |
| | 12 | 1.3200 | 28 | 1.5600 |
| | 13 | 1.3350 | 29 | 1.5750 |
| | 14 | 1.3500 | 30 | 1.5900 |
| | 15 | 1.3650 | | |

| EMPLOYEES HIRED ON OR AFTER 7/1/13 | |
|---------------------------------------|------------|
| MERIT / LONGEVITY STEP INDEX | |
| Step | Index Rate |
| 1 | 1.00 |
| 2 | 1.05 |
| 3 | 1.10 |
| 4 | 1.15 |
| 5 | 1.20 |
| 6 | 1.25 |
| 7 | 1.30 |
| LONGEVITY (AT LEAST 15 YEARS SVC): | |
| | 1.35 |

tion #2015-61 BOS Approved 6/23/2015
ified in accordance with Government Code Section
& Title 2 of CA Code of Regulations Section 570.5
ined by CalPERS.

(525-1216) Adopt... - 43 of 76

| | | | PAY RATE | | | | LONGEVITY | | | | | |
|--------|--|-----------|-------------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|--------|-------|
| | | | PRIOR TO 7/1/13 | | POST 7/1/13 | | PRIOR TO 7/1/13 | | POST 7/1/13 | | | |
| CODE | CLASSIFICATION | BARG UNIT | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | | |
| AAUD-1 | ACCOUNTANT-AUDITOR I | 4 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| AAUD-2 | ACCOUNTANT-AUDITOR II | 4 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 | 35.96 | 5,292 | 30.53 |
| ACAS-1 | ACCOUNTING ASSISTANT I | 1 | 2,238 | 12.91 | 2,722 | 15.70 | 2,910 | 16.79 | 3,559 | 20.53 | 3,022 | 17.43 |
| ACAS-2 | ACCOUNTING ASSISTANT II | 1 | 2,443 | 14.09 | 2,971 | 17.14 | 3,176 | 18.32 | 3,885 | 22.41 | 3,299 | 19.03 |
| ACSP | ACCOUNTING SPECIALIST | 1 | 2,671 | 15.41 | 3,248 | 18.74 | 3,473 | 20.04 | 4,247 | 24.50 | 3,606 | 20.80 |
| ATEC | ACCOUNTING TECHNICIAN | 3 | 2,916 | 16.82 | 3,546 | 20.46 | 3,791 | 21.87 | 4,637 | 26.75 | 3,937 | 22.71 |
| AASU | ADMINISTRATION & ACCOUNTING SUPERVISOR | 5 | 3,806 | 21.96 | 4,629 | 26.71 | 4,948 | 28.55 | 6,052 | 34.92 | 5,139 | 29.65 |
| AAHS | ADMINISTRATIVE ANALYST - HUMAN SERV | 4 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| AAAN-1 | ADMINISTRATIVE ANALYST I | 4 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 | 5,450 | 31.44 |
| AAAN-2 | ADMINISTRATIVE ANALYST II | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 |
| ASMR | ADMINISTRATIVE SERVICES MANAGER | 8 | 4,965 | 28.64 | 6,038 | 34.83 | 6,455 | 37.24 | 7,895 | 45.55 | 6,703 | 38.67 |
| ASOF-1 | ADMINISTRATIVE SERVICES OFFICER I | 8 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| ASOF-2 | ADMINISTRATIVE SERVICES OFFICER II | 8 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 |
| ADTC | ADMINISTRATIVE TECHNICIAN | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| AGDR | AG COMMISSIONER/DIR OF WGT'S & MEAS | 8 | 7,510 | 43.33 | 9,133 | 52.69 | 9,763 | 56.33 | 11,941 | 68.89 | 10,139 | 58.49 |
| AGMS-1 | AG WEIGHTS & MEASURES SPECIALIST I | 4 | 3,806 | 21.96 | 4,629 | 26.71 | 4,948 | 28.55 | 6,052 | 34.92 | 5,139 | 29.65 |
| AGMS-2 | AG WEIGHTS & MEASURES SPECIALIST II | 4 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| AGMS-3 | AG WEIGHTS & MEASURES SPECIALIST III | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 |
| AIDE | AIDE | 1 | 1,767 | 10.19 | 2,149 | 12.40 | 2,298 | 13.26 | 2,810 | 16.21 | 2,386 | 13.77 |
| ARMG | AIRPORT MANAGER | 8 | 5,588 | 32.24 | 6,796 | 39.21 | 7,265 | 41.91 | 8,885 | 51.26 | 7,544 | 43.52 |
| ANCO | ANIMAL CARE SERVICES OFFICER | 2 | 2,752 | 15.88 | 3,347 | 19.31 | 3,578 | 20.64 | 4,376 | 25.25 | 3,716 | 21.44 |
| ACTE | ANIMAL CARE TECHNICIAN | 2 | 2,372 | 13.68 | 2,885 | 16.64 | 3,084 | 17.79 | 3,772 | 21.76 | 3,203 | 18.48 |
| APSP | APPEALS SPECIALIST | 3 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 | 4,987 | 28.77 |
| ASAS-1 | ASSESSMENT ASSISTANT I | 1 | 2,304 | 13.29 | 2,802 | 16.17 | 2,996 | 17.28 | 3,664 | 21.14 | 3,111 | 17.95 |
| ASAS-2 | ASSESSMENT ASSISTANT II | 1 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 | 3,397 | 19.60 |
| ASSP | ASSESSMENT SPECIALIST | 1 | 2,832 | 16.34 | 3,444 | 19.87 | 3,682 | 21.24 | 4,503 | 25.98 | 3,824 | 22.06 |
| AASR | ASSISTANT ASSESSOR | 8 | 7,291 | 42.06 | 8,866 | 51.15 | 9,479 | 54.69 | 11,593 | 66.88 | 9,843 | 56.79 |
| AACR | ASSISTANT AUDITOR-CONTROLLER | 8 | 7,291 | 42.06 | 8,866 | 51.15 | 9,479 | 54.69 | 11,593 | 66.88 | 9,843 | 56.79 |
| ACPO | ASSISTANT CHIEF PROBATION OFFICER | 8 | 7,513 | 43.34 | 9,136 | 52.71 | 9,767 | 56.35 | 11,946 | 68.92 | 10,143 | 58.52 |
| ASCA | ASSISTANT COUNTY ADMINISTRATOR | 8 | 10,392 | 59.95 | 12,637 | 72.91 | 13,510 | 77.94 | 16,524 | 95.33 | 14,030 | 80.94 |
| ASEN | ASSISTANT ENGINEER | 4 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 | 6,705 | 38.68 |

YUBA COUNTY
Classification System-Basic Salary/Hourly Schedule
Effective Date: July 2015

(525-1216) Adopt... - 44 of 76

| 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| AHRA | ASSISTANT HUMAN RESOURCES ANALYST | 11 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 |
| ASPW | ASSISTANT PUBLIC WORKS SUPERINTENDENT | 5 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 |
| ASSU | ASSISTANT SURVEYOR | 4 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 |
| ASCI | ASSOCIATE CIVIL ENGINEER | 4 | 6,290 | 36.29 | 7,649 | 44.13 | 8,177 | 47.18 | 10,002 | 57.70 |
| ASOE | ASSOCIATE ENGINEER | 4 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 | 49.77 |
| ASOS | ASSOCIATE SURVEYOR | 4 | 5,929 | 34.21 | 7,210 | 41.60 | 7,708 | 44.47 | 9,428 | 54.39 |
| ASAG | ASST AG & WGT'S & MEASURES COMM | 8 | 6,290 | 36.29 | 7,649 | 44.13 | 8,177 | 47.18 | 10,002 | 57.70 |
| ADRA | ASST DIRECTOR ADMINISTRATIVE SERVICES | 8 | 7,291 | 42.06 | 8,866 | 51.15 | 9,479 | 54.69 | 11,593 | 66.88 |
| ADPL | ASST DIRECTOR OF PLANNING | 8 | 7,734 | 44.62 | 9,405 | 54.26 | 10,055 | 58.01 | 12,298 | 70.95 |
| ASDR | ASST PUBLIC WORKS DIRECTOR | 8 | 8,203 | 47.33 | 9,975 | 57.55 | 10,664 | 61.52 | 13,043 | 75.25 |
| ASTT | ASST TREASURER AND TAX COLLECTOR | 8 | 7,291 | 42.06 | 8,866 | 51.15 | 9,479 | 54.69 | 11,593 | 66.88 |
| ATNY-1 | ATTORNEY I | 14 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 |
| ATNY-2 | ATTORNEY II | 14 | 5,929 | 34.21 | 7,210 | 41.60 | 7,708 | 44.47 | 9,428 | 54.39 |
| ATTN-3 | ATTORNEY III | 14 | 7,079 | 40.84 | 8,609 | 49.67 | 9,203 | 53.09 | 11,256 | 64.94 |
| AUAP-1 | AUDITOR-APPRAISER I | 4 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 |
| AUAP-2 | AUDITOR-APPRAISER II | 4 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 |
| AUAP-3 | AUDITOR-APPRAISER III | 4 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 |
| BGSU | BUILDING & GROUNDS SUPERVISOR | 5 | 3,695 | 21.32 | 4,494 | 25.93 | 4,804 | 27.72 | 5,876 | 33.90 |
| BUIN-1 | BUILDING INSPECTOR I | 3 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 |
| BUIN-2 | BUILDING INSPECTOR II | 3 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 |
| BUIN-3 | BUILDING INSPECTOR III | 3 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 |
| BMCU | BUILDING MAINTENANCE CUSTODIAN | 2 | 2,172 | 12.53 | 2,642 | 15.24 | 2,824 | 16.29 | 3,454 | 19.93 |
| BMT-1 | BUILDING MAINTENANCE TECHNICIAN I | 2 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 |
| BMT-2 | BUILDING MAINTENANCE TECHNICIAN II | 2 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 |
| CDRT-1 | CADASTRAL DRAFTING TECHNICIAN I | 3 | 2,916 | 16.82 | 3,546 | 20.46 | 3,791 | 21.87 | 4,637 | 26.75 |
| CDRT-2 | CADASTRAL DRAFTING TECHNICIAN II | 3 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 |
| CMGR-1 | CASE MANAGER I | 3 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 |
| CMGR-2 | CASE MANAGER II | 3 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 |
| CCMG | CCS CASE MANAGER | 3 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 |
| CBOF | CHIEF BUILDING OFFICIAL | 8 | 6,873 | 39.65 | 8,358 | 48.22 | 8,935 | 51.55 | 10,929 | 63.05 |
| CDAA | CHIEF DEPUTY ASSESSOR - ADMINISTRATION | 8 | 4,820 | 27.81 | 5,862 | 33.82 | 6,266 | 36.15 | 7,664 | 44.22 |

YUBA COUNTY
 Classification System-Basic Salary/Hourly Schedule
 Effective Date: **July 2015**

| 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| CODE | | | | | | | | | | |
| DDCC | CHIEF DEPUTY COUNTY COUNSEL | 8 | 9,795 | 56.51 | 11,911 | 68.72 | 12,734 | 73.47 | 15,575 | 89.86 |
| DDDA | CHIEF DEPUTY DISTRICT ATTORNEY | 8 | 9,233 | 53.27 | 11,228 | 64.78 | 12,003 | 69.25 | 14,681 | 84.70 |
| DDTT | CHIEF DEPUTY TREASURER & TAX COLLECTOR | 8 | 4,820 | 27.81 | 5,862 | 33.82 | 6,266 | 36.15 | 7,664 | 44.22 |
| CHIO | CHIEF INFORMATION OFFICER | 8 | 9,510 | 54.87 | 11,565 | 66.72 | 12,363 | 71.33 | 15,121 | 87.24 |
| CPRO | CHIEF PROBATION OFFICER | 8 | 8,707 | 50.23 | 10,588 | 61.08 | 11,320 | 65.31 | 13,845 | 79.88 |
| CSTE | CHILD SUPPORT TECHNICIAN | 3 | 2,443 | 14.09 | 2,971 | 17.14 | 3,176 | 18.32 | 3,885 | 22.41 |
| CLBS | CLERK OF THE BOARD OF SUPERVISORS | 8 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 | 49.77 |
| CKRM | CLERK-RECORDER MANAGER | 8 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 |
| CSWR-1 | CLINICAL SOCIAL WORKER I | 4 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 |
| CSWR-2 | CLINICAL SOCIAL WORKER II | 4 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 | 49.77 |
| CEOF | CODE ENFORCEMENT OFFICER | 3 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 | 35.96 |
| CEOF-1 | CODE ENFORCEMENT OFFICER I | 3 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 |
| CEOF-2 | CODE ENFORCEMENT OFFICER II | 3 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 |
| COAS | COMMISSARY ASSISTANT | 1 | 2,372 | 13.68 | 2,885 | 16.64 | 3,084 | 17.79 | 3,772 | 21.76 |
| CMCO | COMMISSARY COORDINATOR | 1 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 |
| CLAC | COMMUNICATIONS & LEGISLATIVE AFFAIRS COORDINATOR | 8 | 5,756 | 33.21 | 7,000 | 40.38 | 7,483 | 43.17 | 9,153 | 52.81 |
| CDIS-1 | COMMUNICATIONS DISPATCHER I | 6 | 3,333 | 19.23 | 4,053 | 23.38 | 4,333 | 25.00 | 5,300 | 30.58 |
| CDIS-2 | COMMUNICATIONS DISPATCHER II | 6 | 3,766 | 21.73 | 4,580 | 26.42 | 4,896 | 28.25 | 5,988 | 34.55 |
| CDSA | COMMUNITY DEV & SERV AGENCY DIRECTOR | 8 | 10,089 | 58.21 | 12,269 | 70.78 | 13,116 | 75.67 | 16,042 | 92.55 |
| CSOR | COMMUNITY SERVICES OFFICER | 6 | 3,435 | 19.82 | 4,177 | 24.10 | 4,466 | 25.77 | 5,462 | 31.51 |
| CAPA | CONTRACT & PURCHASING ADMINISTRATOR | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 |
| CROF | CONTROL ROOM OPERATOR | 1 | 2,443 | 14.09 | 2,971 | 17.14 | 3,176 | 18.32 | 3,885 | 22.41 |
| COOK | COOK | 2 | 2,517 | 14.52 | 3,061 | 17.66 | 3,273 | 18.88 | 4,003 | 23.09 |
| CORP | CORPORAL | 6 | 4,447 | 25.66 | 5,408 | 31.20 | 5,782 | 33.36 | 7,071 | 40.79 |
| CFLV | CORRECTIONAL FACILITY LVN | 3 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 |
| CFMA | CORRECTIONAL FACILITY MEDICAL ASSISTANT | 3 | 2,592 | 14.95 | 3,152 | 18.18 | 3,370 | 19.44 | 4,122 | 23.78 |
| CFRN | CORRECTIONAL FACILITY RN | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 |
| CORL | CORRECTIONAL LIEUTENANT | 7 | 6,274 | 36.20 | 7,630 | 44.02 | 8,157 | 47.06 | 9,976 | 57.55 |
| CMT-E-1 | CORRECTIONAL MAINTENANCE TECHNICIAN I | 2 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 |
| CMT-E-2 | CORRECTIONAL MAINTENANCE TECHNICIAN II | 2 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 |
| CORO | CORRECTIONAL OFFICER | 6 | 3,549 | 20.48 | 4,316 | 24.90 | 4,614 | 26.62 | 5,643 | 32.56 |

YUBA COUNTY
 Classification System-Basic Salary/Hourly Schedule
 Effective Date: July 2015

(525-1216) Adopt... - 46 of 76

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|--------|--|-----------|-------------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| CORS | CORRECTIONAL SERGEANT | 7 | 4,733 | 27.31 | 5,756 | 33.21 | 6,153 | 35.50 | 7,526 | 43.42 |
| COFO | CORRECTIONS FOOD SERVICES SUPERVISOR | 5 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 |
| CORA | CORRECTIONS RECREATION AIDE | 1 | 2,833 | 16.34 | 3,445 | 19.88 | 3,683 | 21.25 | 4,505 | 25.99 |
| COAD | COUNTY ADMINISTRATOR | 8 | 12,047 | 69.50 | 14,650 | 84.52 | 15,662 | 90.36 | 19,155 | 110.51 |
| COCO | COUNTY COUNSEL | 8 | 11,356 | 65.52 | 13,809 | 79.67 | 14,763 | 85.17 | 18,057 | 104.18 |
| COSU | COUNTY SURVEYOR | 8 | 6,478 | 37.37 | 7,878 | 45.45 | 8,422 | 48.59 | 10,301 | 59.43 |
| CRAN | CRIME ANALYST | 6 | 4,498 | 25.95 | 5,470 | 31.56 | 5,848 | 33.74 | 7,152 | 41.26 |
| CUSU | CUSTODIAL SUPERVISOR | 5 | 2,592 | 14.95 | 3,152 | 18.18 | 3,370 | 19.44 | 4,122 | 23.78 |
| CRSR | CUSTOMER RELATIONS SUPERVISOR | 5 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 |
| DCBS | DEPUTY CLERK OF THE BOARD OF SUPERVISORS | 11 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 |
| DCES | DEPUTY COUNTY ADMINISTRATOR - EMERGENCY | 8 | 7,292 | 42.07 | 8,868 | 51.16 | 9,480 | 54.69 | 11,595 | 66.89 |
| DCCL-1 | DEPUTY COUNTY COUNSEL I | 8 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 |
| DCCL-2 | DEPUTY COUNTY COUNSEL II | 8 | 5,929 | 34.21 | 7,210 | 41.60 | 7,708 | 44.47 | 9,428 | 54.39 |
| DCCL-3 | DEPUTY COUNTY COUNSEL III | 8 | 7,079 | 40.84 | 8,609 | 49.67 | 9,203 | 53.09 | 11,256 | 64.94 |
| DDHS | DEPUTY DIRECTOR OF HHS | 8 | 7,965 | 45.95 | 9,686 | 55.88 | 10,355 | 59.74 | 12,665 | 73.07 |
| DDAA | DEPUTY DIRECTOR/ADMINISTRATIVE AFFAIRS | 8 | 5,927 | 34.19 | 7,208 | 41.58 | 7,706 | 44.46 | 9,424 | 54.37 |
| DDLA | DEPUTY DIRECTOR/LEGAL AFFAIRS | 8 | 7,509 | 43.32 | 9,131 | 52.68 | 9,762 | 56.32 | 11,940 | 68.88 |
| DEDA-1 | DEPUTY DISTRICT ATTORNEY I | 14 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 |
| DEDA-2 | DEPUTY DISTRICT ATTORNEY II | 14 | 5,929 | 34.21 | 7,210 | 41.60 | 7,708 | 44.47 | 9,428 | 54.39 |
| DPDA-3 | DEPUTY DISTRICT ATTORNEY III | 14 | 7,079 | 40.84 | 8,609 | 49.67 | 9,203 | 53.09 | 11,256 | 64.94 |
| DPOF-1 | DEPUTY PROBATION OFFICER I | 16 | 3,591 | 20.72 | 4,367 | 25.19 | 4,669 | 26.94 | 5,710 | 32.94 |
| DPOF-2 | DEPUTY PROBATION OFFICER II | 16 | 3,924 | 22.64 | 4,772 | 27.53 | 5,102 | 29.43 | 6,240 | 36.00 |
| DPOF-3 | DEPUTY PROBATION OFFICER III | 16 | 4,287 | 24.73 | 5,213 | 30.08 | 5,574 | 32.16 | 6,817 | 39.33 |
| DPGN-1 | DEPUTY PUBLIC GUARDIAN I | 4 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 |
| DPGN-2 | DEPUTY PUBLIC GUARDIAN II | 4 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 | 35.96 |
| DESH | DEPUTY SHERIFF | 6 | 4,312 | 24.88 | 5,244 | 30.25 | 5,606 | 32.34 | 6,857 | 39.56 |
| DEST | DEPUTY SHERIFF TRAINEE | 6 | 4,068 | 23.47 | 4,947 | 28.54 | 5,289 | 30.51 | 6,469 | 37.32 |
| DSUP | DEPUTY SUPERINTENDENT | 8 | 5,590 | 32.25 | 6,798 | 39.22 | 7,267 | 41.93 | 8,889 | 51.28 |
| DESC | DETENTION SERVICES CLERK | 1 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 |
| DRAS | DIRECTOR OF ADMINISTRATIVE SERVICES | 8 | 8,450 | 48.75 | 10,276 | 59.28 | 10,985 | 63.38 | 13,436 | 77.52 |
| DRCS | DIRECTOR OF CHILD SUPPORT SERVICES | 8 | 8,704 | 50.22 | 10,585 | 61.07 | 11,316 | 65.28 | 13,840 | 79.85 |

VUBA COUNTY
 Classification System-Basic Salary/Hourly Schedule
 Effective Date: July 2015

(525-1216) Adopt... - 47 of 76

| 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| DREH | DIRECTOR OF ENVIRONMENTAL HEALTH | 8 | 6,479 | 37.38 | 7,879 | 45.46 | 8,423 | 48.59 | 10,302 | 59.43 |
| DRFA | DIRECTOR OF FINANCE & ADMINISTRATION | 8 | 6,673 | 38.50 | 8,115 | 46.82 | 8,675 | 50.05 | 10,611 | 61.22 |
| DRHH | DIRECTOR OF HEALTH & HUMAN SVCS | 8 | 10,392 | 59.95 | 12,637 | 72.91 | 13,510 | 77.94 | 16,524 | 95.33 |
| DRNU | DIRECTOR OF NURSES | 8 | 7,509 | 43.32 | 9,131 | 52.68 | 9,762 | 56.32 | 11,940 | 68.88 |
| DRPL | DIRECTOR OF PLANNING | 8 | 8,703 | 50.21 | 10,583 | 61.06 | 11,314 | 65.27 | 13,838 | 79.83 |
| DAIN | DISTRICT ATTORNEY INVESTIGATOR | 6 | 4,773 | 27.54 | 5,804 | 33.48 | 6,205 | 35.80 | 7,590 | 43.79 |
| ELCL-1 | ELECTIONS CLERK I | 1 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 |
| ELCL-2 | ELECTIONS CLERK II | 1 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 |
| ELSU | ELIGIBILITY SUPERVISOR | 5 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 |
| ELTE-1 | ELIGIBILITY TECHNICIAN I | 3 | 2,670 | 15.40 | 3,247 | 18.73 | 3,471 | 20.03 | 4,246 | 24.50 |
| ELTE-2 | ELIGIBILITY TECHNICIAN II | 3 | 3,004 | 17.33 | 3,653 | 21.08 | 3,906 | 22.53 | 4,777 | 27.56 |
| EMOM | EMERGENCY OPERATIONS MANAGER | 8 | 6,107 | 35.23 | 7,427 | 42.85 | 7,940 | 45.81 | 9,711 | 56.03 |
| EMOP | EMERGENCY OPERATIONS PLANNER | 8 | 4,683 | 27.02 | 5,695 | 32.86 | 6,088 | 35.12 | 7,446 | 42.96 |
| EMSO | EMERGENCY SERVICES OFFICER | 8 | 5,268 | 30.39 | 6,406 | 36.96 | 6,849 | 39.51 | 8,377 | 48.33 |
| ETSP-1 | EMPLOYMENT & TRAINING SPECIALIST I | 4 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 |
| ETSP-2 | EMPLOYMENT & TRAINING SPECIALIST II | 4 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 |
| ENTE-1 | ENGINEERING TECHNICIAN I | 3 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 |
| ENTE-2 | ENGINEERING TECHNICIAN II | 3 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 |
| EHP-1 | ENVIRONMENTAL HEALTH SPECIALIST I | 4 | 3,806 | 21.96 | 4,629 | 26.71 | 4,948 | 28.55 | 6,052 | 34.92 |
| EHP-2 | ENVIRONMENTAL HEALTH SPECIALIST II | 4 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 |
| EHP-3 | ENVIRONMENTAL HEALTH SPECIALIST III | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 |
| EHSU | ENVIRONMENTAL HEALTH SUPERVISOR | 5 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 |
| EHTE | ENVIRONMENTAL HEALTH TECHNICIAN | 3 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 |
| EPID | EPIDEMIOLOGIST | 5 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 |
| EQSS | EQUIPMENT SERVICE SPECIALIST | 2 | 2,670 | 15.40 | 3,247 | 18.73 | 3,471 | 20.03 | 4,246 | 24.50 |
| EUTC | EVIDENCE TECHNICIAN | 6 | 3,243 | 18.71 | 3,944 | 22.75 | 4,216 | 24.32 | 5,157 | 29.75 |
| EXAS | EXECUTIVE ASSISTANT | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 |
| EXSH | EXECUTIVE ASSISTANT TO THE SHERIFF | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 |
| EACA | EXECUTIVE ASST TO COUNTY ADMINISTRATOR | 11 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 |
| EDTR | EXECUTIVE DIRECTOR, THREE RIVERS LEVEE | 8 | 10,320 | 59.54 | 12,550 | 72.40 | 13,416 | 77.40 | 16,409 | 94.67 |
| FMGR | FACILITIES MANAGER | 8 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 |

YUBA COUNTY
 Classification System-Basic Salary/Hourly Schedule
 Effective Date: July 2015

(525-1216) Adopt... - 48 of 76

| | | | 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| CODE | CLASSIFICATION | BARG UNIT | | | | | | | | |
| ENPR | FAMILY NURSE PRACTITIONER | 4 | 7,509 | 43.32 | 9,131 | 52.68 | 9,762 | 56.32 | 11,940 | 68.88 |
| FASU | FINANCE & ADMINISTRATIVE SUPERVISOR | 5 | 4,679 | 26.99 | 5,690 | 32.83 | 6,083 | 35.09 | 7,440 | 42.92 |
| FEED | FIRST 5 YUBA COMMISSION EXECUTIVE DIRECTOR | 8 | 5,756 | 33.21 | 7,000 | 40.38 | 7,483 | 43.17 | 9,153 | 52.81 |
| FIAN | FISCAL ANALYST | 4 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 |
| HMSPP-1 | HAZARDOUS MATERIALS SPECIALIST I | 4 | 3,806 | 21.96 | 4,629 | 26.71 | 4,948 | 28.55 | 6,052 | 34.92 |
| HMSPP-2 | HAZARDOUS MATERIALS SPECIALIST II | 4 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 |
| HMSPP-3 | HAZARDOUS MATERIALS SPECIALIST III | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 |
| HMSU | HAZARDOUS MATERIALS SUPERVISOR | 5 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 |
| HHAD | HEALTH & HUMAN SERVICES AIDE | 1 | 2,047 | 11.81 | 2,490 | 14.37 | 2,662 | 15.36 | 3,255 | 18.78 |
| HSPM | HEALTH & HUMAN SVCS PROGRAM MGR | 8 | 6,107 | 35.23 | 7,427 | 42.85 | 7,940 | 45.81 | 9,711 | 56.03 |
| HEAR | HEALTH ADMINISTRATOR | 8 | 7,965 | 45.95 | 9,686 | 55.88 | 10,355 | 59.74 | 12,665 | 73.07 |
| HAID | HEALTH AIDE | 1 | 2,171 | 12.53 | 2,640 | 15.23 | 2,823 | 16.29 | 3,452 | 19.92 |
| HESP-1 | HEALTH EDUCATION SPECIALIST I | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 |
| HESP-2 | HEALTH EDUCATION SPECIALIST II | 4 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 |
| HEOR | HEALTH OFFICER | 8 | 13,625 | 78.61 | 16,568 | 95.58 | 17,713 | 102.19 | 21,664 | 124.98 |
| HPCR | HEALTH PROGRAM COORDINATOR | 5 | 4,282 | 24.70 | 5,207 | 30.04 | 5,567 | 32.12 | 6,809 | 39.28 |
| HEQM | HEAVY EQUIPMENT MECHANIC | 2 | 3,483 | 20.09 | 4,236 | 24.44 | 4,528 | 26.12 | 5,538 | 31.95 |
| HRAN-1 | HUMAN RESOURCES ANALYST I | 11 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 |
| HRAN-2 | HUMAN RESOURCES ANALYST II | 11 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 |
| HRDD | HUMAN RESOURCES DEPUTY DIRECTOR | 8 | 6,290 | 36.29 | 7,649 | 44.13 | 8,177 | 47.18 | 10,002 | 57.70 |
| HRDR | HUMAN RESOURCES DIRECTOR | 8 | 8,204 | 47.33 | 9,977 | 57.56 | 10,666 | 61.53 | 13,045 | 75.26 |
| HRMG | HUMAN RESOURCES MANAGER | 8 | 5,929 | 34.21 | 7,210 | 41.60 | 7,708 | 44.47 | 9,428 | 54.39 |
| HRSP | HUMAN RESOURCES SPECIALIST | 11 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 |
| HRTA-1 | HUMAN RESOURCES TECHNICIAN | 11 | 3,483 | 20.09 | 4,236 | 24.44 | 4,528 | 26.12 | 5,538 | 31.95 |
| HRTA-2 | HUMAN RESOURCES TRAINING ANALYST I | 11 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 |
| ITAN-1 | INFORMATION TECHNOLOGY ANALYST I | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 |
| ITAN-2 | INFORMATION TECHNOLOGY ANALYST II | 4 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 |
| ITMG | INFORMATION TECHNOLOGY MANAGER | 8 | 6,874 | 39.66 | 8,359 | 48.23 | 8,937 | 51.56 | 10,930 | 63.06 |
| ITSU | INFORMATION TECHNOLOGY SUPERVISOR | 5 | 6,106 | 35.23 | 7,425 | 42.84 | 7,938 | 45.80 | 9,709 | 56.01 |
| ITST-1 | INFORMATION TECHNOLOGY SUPPORT TECHNICIAN I | 3 | 3,806 | 21.96 | 4,629 | 26.71 | 4,948 | 28.55 | 6,052 | 34.92 |

YUBA COUNTY
 Classification System-Basic Salary/Hourly Schedule
 Effective Date: **July 2015**

(525-1216) Adopt... - 49 of 76

(525-1216) Adopt...

| 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | |
| IST-2 | INFORMATION TECHNOLOGY SUPPORT TECHNICIAN II | 3 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| ITSA | INFORMATION TECHNOLOGY SYSTEMS ARCHITECT | 8 | 6,290 | 36.29 | 7,649 | 44.13 | 8,177 | 47.18 | 10,002 | 57.70 | 8,492 | 48.99 |
| INCO-1 | INTERVENTION COUNSELOR I | 3 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 | 4,179 | 24.11 |
| INCO-2 | INTERVENTION COUNSELOR II | 3 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 | 4,568 | 26.35 |
| JCOF-1 | JUVENILE CORRECTIONS OFFICER I | 16 | 2,673 | 15.42 | 3,251 | 18.76 | 3,475 | 20.05 | 4,251 | 24.53 | 3,609 | 20.82 |
| JCOF-2 | JUVENILE CORRECTIONS OFFICER II | 16 | 3,098 | 17.87 | 3,768 | 21.74 | 4,028 | 23.24 | 4,926 | 28.42 | 4,183 | 24.13 |
| KISU | KITCHEN SUPERVISOR | 5 | 2,752 | 15.88 | 3,347 | 19.31 | 3,578 | 20.64 | 4,376 | 25.25 | 3,716 | 21.44 |
| LEBU | LEAD BUILDING MAINTENANCE CUSTODIAN | 2 | 2,372 | 13.68 | 2,885 | 16.64 | 3,084 | 17.79 | 3,772 | 21.76 | 3,203 | 18.48 |
| LOAS-1 | LEGAL OFFICE ASSISTANT I | 1 | 2,304 | 13.29 | 2,802 | 16.17 | 2,996 | 17.28 | 3,664 | 21.14 | 3,111 | 17.95 |
| LOAS-2 | LEGAL OFFICE ASSISTANT II | 1 | 2,592 | 14.95 | 3,152 | 18.18 | 3,370 | 19.44 | 4,122 | 23.78 | 3,500 | 20.19 |
| LGSC | LEGAL SECRETARY | 11 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 | 4,059 | 23.42 |
| LSCO | LEGAL SERVICES COORDINATOR | 11 | 3,695 | 21.32 | 4,494 | 25.93 | 4,804 | 27.72 | 5,876 | 33.90 | 4,989 | 28.78 |
| LGSS | LEGAL SERVICES SUPERVISOR | 5 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| LIBR | LIBRARIAN | 4 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| LITE-1 | LIBRARY TECHNICIAN I | 1 | 2,109 | 12.17 | 2,565 | 14.80 | 2,742 | 15.82 | 3,354 | 19.35 | 2,848 | 16.43 |
| MAAN-1 | MANAGEMENT ANALYST I | 8 | 4,412 | 25.45 | 5,365 | 30.95 | 5,736 | 33.09 | 7,016 | 40.48 | 5,957 | 34.37 |
| MAAN-2 | MANAGEMENT ANALYST II | 8 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 | 6,705 | 38.68 |
| OAST-1 | OFFICE ASSISTANT I | 1 | 2,047 | 11.81 | 2,490 | 14.37 | 2,662 | 15.36 | 3,255 | 18.78 | 2,764 | 15.95 |
| OASC-1 | OFFICE ASSISTANT I | 11 | 2,047 | 11.81 | 2,490 | 14.37 | 2,662 | 15.36 | 3,255 | 18.78 | 2,764 | 15.95 |
| OASC-2 | OFFICE ASSISTANT II | 11 | 2,238 | 12.91 | 2,722 | 15.70 | 2,910 | 16.79 | 3,559 | 20.53 | 3,022 | 17.43 |
| OAST-2 | OFFICE ASSISTANT II | 1 | 2,238 | 12.91 | 2,722 | 15.70 | 2,910 | 16.79 | 3,559 | 20.53 | 3,022 | 17.43 |
| OFSP | OFFICE SPECIALIST | 1 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 | 3,397 | 19.60 |
| OFSP-C | OFFICE SPECIALIST | 11 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 | 3,397 | 19.60 |
| PARA | PARALEGAL | 11 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 | 4,568 | 26.35 |
| PATC | PAYROLL TECHNICIAN | 3 | 3,483 | 20.09 | 4,236 | 24.44 | 4,528 | 26.12 | 5,538 | 31.95 | 4,703 | 27.13 |
| PETE | PERMIT TECHNICIAN | 1 | 2,832 | 16.34 | 3,444 | 19.87 | 3,682 | 21.24 | 4,503 | 25.98 | 3,824 | 22.06 |
| PHTH | PHYSICAL THERAPIST | 4 | 5,754 | 33.20 | 6,997 | 40.37 | 7,481 | 43.16 | 9,149 | 52.78 | 7,768 | 44.82 |
| PHAS | PHYSICIAN'S ASSISTANT | 4 | 7,509 | 43.32 | 9,131 | 52.68 | 9,762 | 56.32 | 11,940 | 68.88 | 10,138 | 58.49 |
| PLCR-1 | PLAN CHECKER I | 4 | 4,282 | 24.70 | 5,207 | 30.04 | 5,567 | 32.12 | 6,809 | 39.28 | 5,781 | 33.35 |
| PLCR-2 | PLAN CHECKER II | 4 | 4,679 | 26.99 | 5,690 | 32.83 | 6,083 | 35.09 | 7,440 | 42.92 | 6,317 | 36.44 |
| PLAN-1 | PLANNER I | 4 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 | 5,450 | 31.44 |

YUBA COUNTY
 Classification System-Basic Salary/Hourly Schedule
 Effective Date: July 2015

(525-1216) Adopt... - 50 of 76

| 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 | | PRIOR TO 7/1/13 | | POST 7/1/13 | |
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| PLAN-2 | PLANNER II | 4 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 | 6,705 | 38.68 | | |
| PLAN-3 | PLANNER III | 4 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 | 49.77 | 7,324 | 42.25 | | |
| PLTE | PLANNING TECHNICIAN | 3 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 | | |
| PREN | PRINCIPAL ENGINEER | 8 | 7,079 | 40.84 | 8,609 | 49.67 | 9,203 | 53.09 | 11,256 | 64.94 | 9,557 | 55.14 | | |
| PRAN | PRINCIPAL MANAGEMENT ANALYST | 8 | 6,673 | 38.50 | 8,115 | 46.82 | 8,675 | 50.05 | 10,611 | 61.22 | 9,009 | 51.98 | | |
| PPLA | PRINCIPAL PLANNER | 8 | 6,290 | 36.29 | 7,649 | 44.13 | 8,177 | 47.18 | 10,002 | 57.70 | 8,492 | 48.99 | | |
| PBAI | PROBATION AIDE | 1 | 2,833 | 16.34 | 3,445 | 19.88 | 3,683 | 21.25 | 4,505 | 25.99 | 3,825 | 22.07 | | |
| PBAN | PROBATION ANALYST | 4 | 4,679 | 26.99 | 5,690 | 32.83 | 6,083 | 35.09 | 7,440 | 42.92 | 6,317 | 36.44 | | |
| PPMG | PROBATION PROGRAM MANAGER | 8 | 5,590 | 32.25 | 6,798 | 39.22 | 7,267 | 41.93 | 8,889 | 51.28 | 7,547 | 43.54 | | |
| PROA | PROGRAM AIDE | 1 | 2,833 | 16.34 | 3,445 | 19.88 | 3,683 | 21.25 | 4,505 | 25.99 | 3,825 | 22.07 | | |
| PRAT | PROGRAM ASSISTANT | 1 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 | 3,397 | 19.60 | | |
| PRSP | PROGRAM SPECIALIST | 5 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 | 4,987 | 28.77 | | |
| PJMG | PROJECT MANAGER | 8 | 5,588 | 32.24 | 6,796 | 39.21 | 7,265 | 41.91 | 8,885 | 51.26 | 7,544 | 43.52 | | |
| PGCR | PUBLIC GUARDIAN-CONSERVATOR | 8 | 5,288 | 30.39 | 6,406 | 36.96 | 6,849 | 39.51 | 8,377 | 48.33 | 7,112 | 41.03 | | |
| PHNR-1 | PUBLIC HEALTH NURSE I | 4 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 | 49.77 | 7,324 | 42.25 | | |
| PHNR-2 | PUBLIC HEALTH NURSE II | 4 | 5,754 | 33.20 | 6,997 | 40.37 | 7,481 | 43.16 | 9,149 | 52.78 | 7,768 | 44.82 | | |
| PHNR-3 | PUBLIC HEALTH NURSE III | 4 | 6,106 | 35.23 | 7,425 | 42.84 | 7,938 | 45.80 | 9,709 | 56.01 | 8,244 | 47.56 | | |
| PHNI | PUBLIC HEALTH NURSE INTERN | 4 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 | 6,904 | 39.83 | | |
| PWDR | PUBLIC WORKS DIRECTOR | 8 | 9,510 | 54.87 | 11,565 | 66.72 | 12,363 | 71.33 | 15,121 | 87.24 | 12,839 | 74.07 | | |
| PWMR-1 | PUBLIC WORKS MAINTENANCE WORKER I | 2 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 | 3,397 | 19.60 | | |
| PWMR-2 | PUBLIC WORKS MAINTENANCE WORKER II | 2 | 2,916 | 16.82 | 3,546 | 20.46 | 3,791 | 21.87 | 4,637 | 26.75 | 3,937 | 22.71 | | |
| PWMA | PUBLIC WORKS PROJECT MANAGER | 8 | 6,290 | 36.29 | 7,649 | 44.13 | 8,177 | 47.18 | 10,002 | 57.70 | 8,492 | 48.99 | | |
| PWSU | PUBLIC WORKS SUPERINTENDENT | 8 | 5,115 | 29.51 | 6,220 | 35.88 | 6,650 | 38.37 | 8,133 | 46.92 | 6,906 | 39.84 | | |
| RPAR-1 | REAL PROPERTY APPRAISER I | 4 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 | 4,568 | 26.35 | | |
| RPAR-2 | REAL PROPERTY APPRAISER II | 4 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 | 4,987 | 28.77 | | |
| RPAR-3 | REAL PROPERTY APPRAISER III | 4 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 | | |
| RECL-1 | RECORDER CLERK I | 1 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 | 3,713 | 21.42 | | |
| RECL-2 | RECORDER CLERK II | 1 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 | 4,059 | 23.42 | | |
| RENU | REGISTERED NURSE | 4 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 | 6,705 | 38.68 | | |
| RVMR | REGISTRAR OF VOTERS MANAGER | 8 | 5,754 | 33.20 | 6,997 | 40.37 | 7,481 | 43.16 | 9,149 | 52.78 | 7,768 | 44.82 | | |
| SAAD | SENIOR ACCOUNTANT-AUDITOR | 4 | 4,282 | 24.70 | 5,207 | 30.04 | 5,567 | 32.12 | 6,809 | 39.28 | 5,781 | 33.35 | | |

YUBA COUNTY
Classification System-Basic Salary/Hourly Schedule
Effective Date: **July 2015**

(525-1216) Adopt... - 51 of 76

| 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | |
| SEAT | SENIOR ACCOUNTING TECHNICIAN | 3 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| SBMT | SENIOR BUILDING MAINTENANCE TECHNICIAN | 2 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| SDPO | SENIOR DEPUTY PROBATION OFFICER | 16 | 4,684 | 27.02 | 5,696 | 32.86 | 6,090 | 35.13 | 7,448 | 42.97 | 6,324 | 36.48 |
| SRET | SENIOR ELIGIBILITY TECHNICIAN | 3 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| SITA | SENIOR INFORMATION TECHNOLOGY ANALYST | 4 | 5,754 | 33.20 | 6,997 | 40.37 | 7,481 | 43.16 | 9,149 | 52.78 | 7,768 | 44.82 |
| SITT | SENIOR INFORMATION TECHNOLOGY SUPPORT | 3 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 |
| SLTE | SENIOR LIBRARY TECHNICIAN | 3 | 2,750 | 15.87 | 3,344 | 19.29 | 3,575 | 20.63 | 4,373 | 25.23 | 3,713 | 21.42 |
| SEPT | SENIOR PERMIT TECHNICIAN | 1 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 | 4,179 | 24.11 |
| SPMW | SENIOR PUBLIC WORKS MAINTENANCE WORKER | 2 | 3,188 | 18.39 | 3,877 | 22.37 | 4,145 | 23.91 | 5,069 | 29.24 | 4,304 | 24.83 |
| SSAC | SENIOR SUBSTANCE ABUSE COUNSELOR | 3 | 3,694 | 21.31 | 4,492 | 25.92 | 4,803 | 27.71 | 5,874 | 33.89 | 4,987 | 28.77 |
| SWVA | SENIOR VICTIMWITNESS ADVOCATE | 3 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| SHCA | SHERIFF'S CAPTAIN | 8 | 7,266 | 41.92 | 8,836 | 50.98 | 9,446 | 54.50 | 11,553 | 66.65 | 9,810 | 56.60 |
| SCSA | SHERIFF'S CIVIL SERVICES ASSOCIATE | 6 | 3,551 | 20.49 | 4,319 | 24.92 | 4,617 | 26.64 | 5,647 | 32.58 | 4,794 | 27.66 |
| SCRS | SHERIFF'S COMMUN & RECORDS SUPERV | 5 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| SHFA | SHERIFF'S FINANCIAL MANAGER | 8 | 5,927 | 34.19 | 7,208 | 41.58 | 7,706 | 44.46 | 9,424 | 54.37 | 8,002 | 46.17 |
| SHLO | SHERIFF'S LIEUTENANT - OPERATIONS | 7 | 6,274 | 36.20 | 7,630 | 44.02 | 8,157 | 47.06 | 9,976 | 57.55 | 8,470 | 48.87 |
| SHRE | SHERIFF'S RECORDS CLERK | 1 | 2,516 | 14.52 | 3,060 | 17.65 | 3,271 | 18.87 | 4,001 | 23.08 | 3,397 | 19.60 |
| SHSC | SHERIFF'S SERGEANT - CORRECTIONS | 7 | 5,157 | 29.75 | 6,271 | 36.18 | 6,705 | 38.68 | 8,200 | 47.31 | 6,962 | 40.17 |
| SHSO | SHERIFF'S SERGEANT - OPERATIONS | 7 | 5,157 | 29.75 | 6,271 | 36.18 | 6,705 | 38.68 | 8,200 | 47.31 | 6,962 | 40.17 |
| SWKR-1 | SOCIAL WORKER I | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| SWKA-1 | SOCIAL WORKER I (AS) | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| SWKC-1 | SOCIAL WORKER I (CWS) | 4 | 3,806 | 21.96 | 4,629 | 26.71 | 4,948 | 28.55 | 6,052 | 34.92 | 5,139 | 29.65 |
| SWKE-1 | SOCIAL WORKER I (EMPLOY) | 4 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| SWKR-2 | SOCIAL WORKER II | 4 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| SWKA-2 | SOCIAL WORKER II (AS) | 4 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| SWKC-2 | SOCIAL WORKER II (CWS) | 4 | 4,158 | 23.99 | 5,057 | 29.18 | 5,406 | 31.19 | 6,612 | 38.15 | 5,614 | 32.39 |
| SWKE-2 | SOCIAL WORKER II (EMPLOY) | 4 | 3,587 | 20.69 | 4,362 | 25.17 | 4,664 | 26.91 | 5,704 | 32.91 | 4,843 | 27.94 |
| SWKR-3 | SOCIAL WORKER III | 4 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 | 35.96 | 5,292 | 30.53 |
| SWKA-3 | SOCIAL WORKER III (AS) | 4 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 | 35.96 | 5,292 | 30.53 |
| SWKC-3 | SOCIAL WORKER III (CWS) | 4 | 4,546 | 26.23 | 5,528 | 31.89 | 5,910 | 34.10 | 7,229 | 41.71 | 6,138 | 35.41 |
| SWKR-4 | SOCIAL WORKER IV | 4 | 4,412 | 25.45 | 5,365 | 30.95 | 5,736 | 33.09 | 7,016 | 40.48 | 5,957 | 34.37 |

YUBA COUNTY
 Classification System-Basic Salary/Hourly Schedule
 Effective Date: July 2015

| (525-1216) Adopt... | | | | | | | | | | | | |
|---------------------|--|-----------|-------------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|
| | | | | PAY RATE | | | | LONGEVITY | | | | |
| | | | | PRIOR TO 7/1/13 | | POST 7/1/13 | | PRIOR TO 7/1/13 | | POST 7/1/13 | | |
| CODE | CLASSIFICATION | BARG UNIT | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| SWKA-4 | SOCIAL WORKER IV (AS) | 4 | 4,412 | 25.45 | 5,365 | 30.95 | 5,736 | 33.09 | 7,016 | 40.48 | 5,957 | 34.37 |
| SWKC-4 | SOCIAL WORKER IV (CWS) | 4 | 4,966 | 28.65 | 6,039 | 34.84 | 6,456 | 37.25 | 7,896 | 45.55 | 6,705 | 38.68 |
| SWSA | SOCIAL WORKER SUPERVISOR (AS) | 5 | 4,679 | 26.99 | 5,690 | 32.83 | 6,083 | 35.09 | 7,440 | 42.92 | 6,317 | 36.44 |
| SWSC | SOCIAL WORKER SUPERVISOR (CWS) | 5 | 5,425 | 31.30 | 6,597 | 38.06 | 7,053 | 40.69 | 8,626 | 49.77 | 7,324 | 42.25 |
| SWSE | SOCIAL WORKER SUPERVISOR (EMPLOY) | 5 | 4,412 | 25.45 | 5,365 | 30.95 | 5,736 | 33.09 | 7,016 | 40.48 | 5,957 | 34.37 |
| SACR-1 | SUBSTANCE ABUSE COUNSELOR I | 3 | 3,095 | 17.86 | 3,764 | 21.72 | 4,024 | 23.22 | 4,922 | 28.40 | 4,179 | 24.11 |
| SACR-2 | SUBSTANCE ABUSE COUNSELOR II | 3 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 | 4,568 | 26.35 |
| SPIN | SUPERINTENDENT OF INSTITUTIONS | 8 | 6,353 | 36.65 | 7,726 | 44.57 | 8,259 | 47.65 | 10,102 | 58.28 | 8,577 | 49.48 |
| SACO | SUPERVISING ANIMAL CARE SERVICES OFFICER | 5 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 | 4,568 | 26.35 |
| SUBO | SUPERVISING BUILDING OFFICIAL | 5 | 5,114 | 29.50 | 6,219 | 35.88 | 6,649 | 38.36 | 8,132 | 46.92 | 6,904 | 39.83 |
| SCMG | SUPERVISING CASE MANAGER | 5 | 3,483 | 20.09 | 4,236 | 24.44 | 4,528 | 26.12 | 5,538 | 31.95 | 4,703 | 27.13 |
| SVRN | SUPERVISING CORRECTIONAL FACILITY RN | 5 | 5,268 | 30.39 | 6,406 | 36.96 | 6,849 | 39.51 | 8,377 | 48.33 | 7,112 | 41.03 |
| SUPO | SUPERVISING DEPUTY PROBATION OFFICER | 17 | 5,119 | 29.53 | 6,225 | 35.91 | 6,655 | 38.39 | 8,140 | 46.96 | 6,911 | 39.87 |
| SUCO | SUPERVISING JUVENILE CORRECTIONS OFFICER | 17 | 3,591 | 20.72 | 4,367 | 25.19 | 4,669 | 26.94 | 5,710 | 32.94 | 4,848 | 27.97 |
| SLOA | SUPERVISING LEGAL OFFICE ASSISTANT | 5 | 3,383 | 19.52 | 4,114 | 23.73 | 4,398 | 25.37 | 5,379 | 31.03 | 4,568 | 26.35 |
| SUME | SUPERVISING MECHANIC | 5 | 3,920 | 22.62 | 4,767 | 27.50 | 5,096 | 29.40 | 6,233 | 35.96 | 5,292 | 30.53 |
| SUOA | SUPERVISING OFFICE ASSISTANT | 5 | 2,832 | 16.34 | 3,444 | 19.87 | 3,682 | 21.24 | 4,503 | 25.98 | 3,824 | 22.06 |
| SPHN | SUPERVISING PUBLIC HEALTH NURSE | 5 | 6,673 | 38.50 | 8,115 | 46.82 | 8,675 | 50.05 | 10,611 | 61.22 | 9,009 | 51.98 |
| SUFI | SUPERVISING WELFARE FRAUD INVESTIGATOR | 7 | 5,217 | 30.10 | 6,344 | 36.60 | 6,783 | 39.13 | 8,296 | 47.86 | 7,043 | 40.63 |
| SMCK-1 | SUPPLY/MAIL CLERK I | 1 | 1,987 | 11.46 | 2,417 | 13.94 | 2,584 | 14.91 | 3,160 | 18.23 | 2,683 | 15.48 |
| SMCK-2 | SUPPLY/MAIL CLERK II | 1 | 2,172 | 12.53 | 2,642 | 15.24 | 2,824 | 16.29 | 3,454 | 19.93 | 2,933 | 16.92 |
| SSSU | SUPPORT SERVICES SUPERVISOR | 5 | 3,284 | 18.95 | 3,994 | 23.04 | 4,270 | 24.63 | 5,222 | 30.13 | 4,434 | 25.58 |
| SYSA | SYSTEMS SUPPORT ANALYST | 3 | 3,188 | 18.39 | 3,877 | 22.37 | 4,145 | 23.91 | 5,069 | 29.24 | 4,304 | 24.83 |
| TRCC | TRAINING COORDINATOR - CSS | 5 | 4,037 | 23.29 | 4,909 | 28.32 | 5,249 | 30.28 | 6,419 | 37.03 | 5,450 | 31.44 |
| TRAN-1 | TRANSFER ANALYST I | 3 | 2,832 | 16.34 | 3,444 | 19.87 | 3,682 | 21.24 | 4,503 | 25.98 | 3,824 | 22.06 |
| TRAN-2 | TRANSFER ANALYST II | 3 | 3,188 | 18.39 | 3,877 | 22.37 | 4,145 | 23.91 | 5,069 | 29.24 | 4,304 | 24.83 |
| UNSH | UNDERSHERIFF | 8 | 9,301 | 53.66 | 11,311 | 65.26 | 12,092 | 69.76 | 14,789 | 85.32 | 12,557 | 72.44 |
| VESO | VETERANS' SERVICES OFFICER | 8 | 4,679 | 26.99 | 5,690 | 32.83 | 6,083 | 35.09 | 7,440 | 42.92 | 6,317 | 36.44 |
| VESR | VETERANS' SERVICES REPRESENTATIVE | 3 | 3,006 | 17.34 | 3,656 | 21.09 | 3,908 | 22.55 | 4,780 | 27.58 | 4,059 | 23.42 |
| VWPM | VICTIM WITNESS PROGRAM MANAGER | 8 | 5,927 | 34.19 | 7,208 | 41.58 | 7,706 | 44.46 | 9,424 | 54.37 | 8,002 | 46.17 |
| VWAD-1 | VICTIM/WITNESS ADVOCATE I | 3 | 2,592 | 14.95 | 3,152 | 18.18 | 3,370 | 19.44 | 4,122 | 23.78 | 3,500 | 20.19 |

| | | PAY RATE | | | | | | LONGEVITY | | | | | |
|---------|---------------------------------|-------------------------------|-------|---------------------|-------|------------------------|-------|---------------------|-------|------------------------|-------|---------------------|--|
| | | MINIMUM MONTHLY SALARY (BASE) | | MINIMUM HOURLY RATE | | MAXIMUM MONTHLY SALARY | | MAXIMUM HOURLY RATE | | MAXIMUM MONTHLY SALARY | | MAXIMUM HOURLY RATE | |
| CODE | CLASSIFICATION | BARG UNIT | | | | | | | | | | | |
| I/WAD-2 | VICTIM/WITNESS ADVOCATE II | 3 | 2,916 | 16.82 | 3,546 | 20.46 | 3,791 | 21.87 | 4,637 | 26.75 | 3,937 | 22.71 | |
| WFIN | WFIN WELFARE FRAUD INVESTIGATOR | 6 | 4,773 | 27.54 | 5,804 | 33.48 | 6,205 | 35.80 | 7,590 | 43.79 | 6,444 | 37.18 | |

Bilingual Pay: Some positions may qualify for an additional \$125 per month for Bilingual Pay. Bargaining Units 6 and 7 may qualify for an additional \$100 per month.

Differential Pay: Cook Classifications in the Co. Jail receive an additional 5% of Salary (Base X Index).

DETERMINE AN EMPLOYEE'S MONTHLY SALARY:

| | |
|-------------|---|
| ST: | Step 1 through 5 (Index Rates Between 1.0000 and 1.2160) are Merit. Index Rates above 1.2160 are Longevity Steps. |
| ND: | Determine the # of Years of Service Completed or Step Rate at time of hire. |
| RD: | In the Step Index Table: Refer to the "Step" or "Yrs of Service" column and get the corresponding "Index Rate". |
| 4TH: | Refer to the Classification System - Basic Salary Schedule and find current title of position. Multiply the "Index Rate" by the "Base" of the position. Round up to the nearest whole dollar. |

EMPLOYEES HIRED BEFORE**7/1/13****MERIT/LONGEVITY STEP INDEX**

| | Step | Index Rate | Yrs of Svc | Index Rate |
|------------------|------------|------------|------------|------------|
| MERIT | 1 | 1.0000 | 16 | 1.3800 |
| | 2 | 1.0500 | 17 | 1.3950 |
| | 3 | 1.1030 | 18 | 1.4100 |
| | 4 | 1.1580 | 19 | 1.4250 |
| | 5 | 1.2160 | 20 | 1.4400 |
| | Yrs of Svc | Index Rate | 21 | 1.4550 |
| LONGEVITY | 6 | 1.2300 | 22 | 1.4700 |
| | 7 | 1.2450 | 23 | 1.4850 |
| | 8 | 1.2600 | 24 | 1.5000 |
| | 9 | 1.2750 | 25 | 1.5150 |
| | 10 | 1.2900 | 26 | 1.5300 |
| | 11 | 1.3050 | 27 | 1.5450 |
| | 12 | 1.3200 | 28 | 1.5600 |
| | 13 | 1.3350 | 29 | 1.5750 |
| | 14 | 1.3500 | 30 | 1.5900 |
| | 15 | 1.3650 | | |

EMPLOYEES HIRED ON OR**AFTER 7/1/13****MERIT / LONGEVITY
STEP INDEX**

| Step | Index Rate |
|--------------------------|------------|
| 1 | 1.00 |
| 2 | 1.05 |
| 3 | 1.10 |
| 4 | 1.15 |
| 5 | 1.20 |
| 6 | 1.25 |
| 7 | 1.30 |
| LONGEVITY | |
| (AT LEAST 15 YEARS SVC): | 1.35 |

Total Number of Classifications: 318
 Res #2016- 77
 BO# Approved 8/23/16 As amended
 As d in accordance with Government Code
 Sec 0636 and Title 2 of CA Code of
 Reg ns 570.5 as defined by CalPERS.

YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

(525-1216) Adopt... - 55 of 76

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|--------|--|-----------|-------------------------------|---------------------|--------------------------------|---------------------|----------------------------|---------------------|--------------------------------|---------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | POST 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE |
| AAUD-1 | ACCOUNTANT-AUDITOR I | 4 | 3,659 | 21.11 | 4,450 | 25.67 | 4,757 | 27.44 | 5,818 | 33.57 |
| AAUD-2 | ACCOUNTANT-AUDITOR II | 4 | 3,999 | 23.07 | 4,863 | 28.06 | 5,199 | 29.99 | 6,359 | 36.69 |
| ACAS-1 | ACCOUNTING ASSISTANT I | 1 | 2,350 | 13.56 | 2,858 | 16.49 | 3,055 | 17.63 | 3,737 | 21.56 |
| ACAS-2 | ACCOUNTING ASSISTANT II | 1 | 2,566 | 14.80 | 3,121 | 18.01 | 3,336 | 19.25 | 4,080 | 23.54 |
| ACSP | ACCOUNTING SPECIALIST | 1 | 2,805 | 16.18 | 3,411 | 19.68 | 3,647 | 21.04 | 4,460 | 25.73 |
| ATEC | ACCOUNTING TECHNICIAN | 3 | 3,062 | 17.67 | 3,724 | 21.48 | 3,981 | 22.97 | 4,869 | 28.09 |
| AASU | ADMINISTRATION & ACCOUNTING SUPERVISOR | 5 | 3,883 | 22.40 | 4,722 | 27.24 | 5,048 | 29.12 | 6,174 | 35.62 |
| AAHS | ADMINISTRATIVE ANALYST - HUMAN SERV | 4 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 |
| AAAN-1 | ADMINISTRATIVE ANALYST I | 4 | 4,118 | 23.76 | 5,008 | 28.89 | 5,354 | 30.89 | 6,548 | 37.78 |
| AAAN-2 | ADMINISTRATIVE ANALYST II | 4 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 |
| ASMR | ADMINISTRATIVE SERVICES MANAGER | 8 | 5,214 | 30.08 | 6,341 | 36.58 | 6,779 | 39.11 | 8,291 | 47.83 |
| ASOF-1 | ADMINISTRATIVE SERVICES OFFICER I | 8 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 |
| ASOF-2 | ADMINISTRATIVE SERVICES OFFICER II | 8 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 |
| ADTC | ADMINISTRATIVE TECHNICIAN | 4 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 |
| AGSE | AG COMMISSIONER SEALER OF WEIGHTS & | 8 | 8,879 | 51.23 | 10,797 | 62.29 | 11,543 | 66.59 | 14,118 | 81.45 |

Please Note:

Refer to the back page of this document for calculations pertaining to Merit/Longevity salary and hourly calculations.

All classifications listed in this schedule may also be utilized in an Extra Help (Unit 0) capacity.

Bilingual Pay: Some positions may qualify for an additional \$125 per month, Unit 6 an additional \$100 per month and Unit 7 an additional \$70 per month for bilingual pay.

Confidential Pay: Classifications in Unit 11 or Unit 0 hired on or after 11/1/14 receive \$250 per month. Current Unit 11 employee's confidential pay will be frozen at the current rate effective 12/31/14 or increased to \$250 effective 1/1/15 whichever is greater (or whichever benefit is higher).

(525-1216) Adopt... - 56 of 76

YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|--------|--------------------------------------|-----------|-----------------------|-------------|-----------------|----------------|-----------------|----------------|----------------|-------------|
| | | | MINIMUM | MINIMUM | PRIOR TO 7/1/13 | POST 7/1/13 | PRIOR TO 7/1/13 | POST 7/1/13 | | |
| | | | MONTHLY SALARY (BASE) | HOURLY RATE | MONTHLY SALARY | MONTHLY SALARY | MONTHLY SALARY | MONTHLY SALARY | MONTHLY SALARY | HOURLY RATE |
| AGMS-1 | AG WEIGHTS & MEASURES SPECIALIST I | 4 | 3,883 | 22.40 | 4,722 | 27.24 | 5,048 | 29.12 | 6,174 | 35.62 |
| AGMS-2 | AG WEIGHTS & MEASURES SPECIALIST II | 4 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 |
| AGMS-3 | AG WEIGHTS & MEASURES SPECIALIST III | 4 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 |
| AIDE | AIDE | 1 | 1,803 | 10.40 | 2,193 | 12.65 | 2,344 | 13.52 | 2,867 | 16.54 |
| ARMG | AIRPORT MANAGER | 8 | 5,700 | 32.88 | 6,932 | 39.99 | 7,410 | 42.75 | 9,063 | 52.29 |
| ANCO | ANIMAL CARE SERVICES OFFICER | 2 | 2,890 | 16.67 | 3,515 | 20.28 | 3,757 | 21.68 | 4,596 | 26.52 |
| ACTE | ANIMAL CARE TECHNICIAN | 2 | 2,420 | 13.96 | 2,943 | 16.98 | 3,146 | 18.15 | 3,848 | 22.20 |
| APSP | APPEALS SPECIALIST | 3 | 3,879 | 22.38 | 4,717 | 27.21 | 5,043 | 29.09 | 6,168 | 35.58 |
| ASAS-1 | ASSESSMENT ASSISTANT I | 1 | 2,420 | 13.96 | 2,943 | 16.98 | 3,146 | 18.15 | 3,848 | 22.20 |
| ASAS-2 | ASSESSMENT ASSISTANT II | 1 | 2,642 | 15.24 | 3,213 | 18.54 | 3,435 | 19.82 | 4,201 | 24.24 |
| ASSP | ASSESSMENT SPECIALIST | 1 | 2,974 | 17.16 | 3,617 | 20.87 | 3,867 | 22.31 | 4,729 | 27.28 |
| AASR | ASSISTANT ASSESSOR | 8 | 7,437 | 42.91 | 9,044 | 52.18 | 9,669 | 55.78 | 11,825 | 68.22 |
| AACR | ASSISTANT AUDITOR-CONTROLLER | 8 | 7,437 | 42.91 | 9,044 | 52.18 | 9,669 | 55.78 | 11,825 | 68.22 |
| ACPO | ASSISTANT CHIEF PROBATION OFFICER | 8 | 7,513 | 43.34 | 9,136 | 52.71 | 9,767 | 56.35 | 11,946 | 68.92 |
| ASCA | ASSISTANT COUNTY ADMINISTRATOR | 8 | 10,912 | 62.95 | 13,269 | 76.55 | 14,186 | 81.84 | 17,351 | 100.10 |
| ASEN | ASSISTANT ENGINEER | 4 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 |

Please Note:

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YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|--------|---------------------------------------|-----------|-------------------------------|---------------------|--------------------------------|------------------------|--------------------------------|------------------------|--------------------------------|------------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM MONTHLY SALARY | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM MONTHLY SALARY | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM MONTHLY SALARY |
| | | | | | | | | | | |
| AHRA | ASSISTANT HUMAN RESOURCES ANALYST | 11 | 3,767 | 21.73 | 4,581 | 26.43 | 4,898 | 28.26 | 5,990 | 34.56 |
| AHRD | ASSISTANT HUMAN RESOURCES DIRECTOR | 8 | 7,438 | 42.91 | 9,045 | 52.18 | 9,670 | 55.79 | 11,827 | 68.23 |
| ASPW | ASSISTANT PUBLIC WORKS SUPERINTENDENT | 5 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 |
| ASSU | ASSISTANT SURVEYOR | 4 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 |
| ASCI | ASSOCIATE CIVIL ENGINEER | 4 | 6,416 | 37.02 | 7,802 | 45.01 | 8,341 | 48.12 | 10,202 | 58.86 |
| ASOE | ASSOCIATE ENGINEER | 4 | 5,534 | 31.93 | 6,730 | 38.83 | 7,195 | 41.51 | 8,800 | 50.77 |
| ASOS | ASSOCIATE SURVEYOR | 4 | 6,048 | 34.89 | 7,355 | 42.43 | 7,863 | 45.36 | 9,617 | 55.48 |
| ASAG | ASST AG & WGTs & MEASURES COMM | 8 | 6,605 | 38.11 | 8,032 | 46.34 | 8,587 | 49.54 | 10,502 | 60.59 |
| ADRA | ASST DIRECTOR ADMINISTRATIVE SERVICES | 8 | 7,437 | 42.91 | 9,044 | 52.18 | 9,669 | 55.78 | 11,825 | 68.22 |
| ADPL | ASST DIRECTOR OF PLANNING | 8 | 7,889 | 45.51 | 9,594 | 55.35 | 10,256 | 59.17 | 12,544 | 72.37 |
| ASDR | ASST PUBLIC WORKS DIRECTOR | 8 | 8,368 | 48.28 | 10,176 | 58.71 | 10,879 | 62.76 | 13,306 | 76.77 |
| ASTT | ASST TREASURER AND TAX COLLECTOR | 8 | 7,437 | 42.91 | 9,044 | 52.18 | 9,669 | 55.78 | 11,825 | 68.22 |
| ATNY-1 | ATTORNEY I | 14 | 5,217 | 30.10 | 6,344 | 36.60 | 6,783 | 39.13 | 8,296 | 47.86 |
| ATNY-2 | ATTORNEY II | 14 | 6,048 | 34.89 | 7,355 | 42.43 | 7,863 | 45.36 | 9,617 | 55.48 |
| ATTN-3 | ATTORNEY III | 14 | 7,221 | 41.66 | 8,781 | 50.66 | 9,388 | 54.16 | 11,482 | 66.24 |
| AUAP-1 | AUDITOR-APPRAISER I | 4 | 3,553 | 20.50 | 4,321 | 24.93 | 4,619 | 26.65 | 5,650 | 32.60 |

Please Note:

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YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | LONGEVITY | | |
|---------|------------------------------------|-----------|-------------------------------|---------------------|--|-------------------------------------|--|-------------------------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MAXIMUM MONTHLY SALARY | PRIOR TO 7/1/13 MAXIMUM HOURLY RATE | PRIOR TO 7/1/13 MAXIMUM MONTHLY SALARY | PRIOR TO 7/1/13 MAXIMUM HOURLY RATE |
| AUAP-2 | AUDITOR-APPRAISER II | 4 | 3,879 | 22.38 | 4,717 | 27.21 | 5,043 | 29.09 |
| AUAP-3 | AUDITOR-APPRAISER III | 4 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 |
| BGSU | BUILDING & GROUNDS SUPERVISOR | 5 | 3,880 | 22.38 | 4,719 | 27.23 | 5,044 | 29.10 |
| BUIN-1 | BUILDING INSPECTOR I | 3 | 3,879 | 22.38 | 4,717 | 27.21 | 5,043 | 29.09 |
| BUIN-2 | BUILDING INSPECTOR II | 3 | 4,239 | 24.46 | 5,155 | 29.74 | 5,511 | 31.79 |
| BUIN-3 | BUILDING INSPECTOR III | 3 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 |
| BMCU | BUILDING MAINTENANCE CUSTODIAN | 2 | 2,216 | 12.78 | 2,695 | 15.55 | 2,881 | 16.62 |
| BMT-E-1 | BUILDING MAINTENANCE TECHNICIAN I | 2 | 2,805 | 16.18 | 3,411 | 19.68 | 3,647 | 21.04 |
| BMT-E-2 | BUILDING MAINTENANCE TECHNICIAN II | 2 | 3,067 | 17.69 | 3,730 | 21.52 | 3,988 | 23.01 |
| CDRT-1 | CADASTRAL DRAFTING TECHNICIAN I | 3 | 2,975 | 17.16 | 3,618 | 20.87 | 3,868 | 22.32 |
| CDRT-2 | CADASTRAL DRAFTING TECHNICIAN II | 3 | 3,350 | 19.33 | 4,074 | 23.50 | 4,355 | 25.13 |
| CMGR-1 | CASE MANAGER I | 3 | 2,805 | 16.18 | 3,411 | 19.68 | 3,647 | 21.04 |
| CMGR-2 | CASE MANAGER II | 3 | 3,157 | 18.21 | 3,839 | 22.15 | 4,105 | 23.68 |
| CMGR-3 | CASE MANAGER III | 3 | 3,350 | 19.33 | 4,074 | 23.50 | 4,355 | 25.13 |
| CCMG | CCS CASE MANAGER | 3 | 3,157 | 18.21 | 3,839 | 22.15 | 4,105 | 23.68 |
| CBOF | CHIEF BUILDING OFFICIAL | 8 | 7,217 | 41.64 | 8,776 | 50.63 | 9,383 | 54.13 |

Please Note:

Refer to the back page of this document for calculations pertaining to Merit/Longevity salary and hourly calculations.

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Bilingual Pay: Some positions may qualify for an additional \$125 per month, Unit 6 an additional \$100 per month and Unit 7 an additional \$70 per month for bilingual pay.

Confidential Pay: Classifications in Unit 11 or Unit 0 hired on or after 11/1/14 receive \$250 per month. Current Unit 11 employee's confidential pay will be frozen at the current rate effective 12/31/14 or increased to \$250 effective 1/1/15 whichever is greater (or whichever benefit is higher).

YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | LONGEVITY | | |
|--------|--|-----------|-------------------------------|---------------------|---|---------------------|---------------------------------------|---------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | POST 7/1/13 MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| CDAI | CHIEF DA INVESTIGATOR | 7 | 5,268 | 30.39 | 6,406 | 36.96 | 6,849 | 39.51 |
| CDAA | CHIEF DEPUTY ASSESSOR - ADMINISTRATION | 8 | 4,917 | 28.37 | 5,980 | 34.50 | 6,393 | 36.88 |
| CDCC | CHIEF DEPUTY COUNTY COUNSEL | 8 | 9,991 | 57.64 | 12,150 | 70.10 | 12,989 | 74.94 |
| CDDA | CHIEF DEPUTY DISTRICT ATTORNEY | 8 | 9,418 | 54.33 | 11,453 | 66.08 | 12,244 | 70.64 |
| CDTT | CHIEF DEPUTY TREASURER / TAX COLLECTOR | 8 | 4,917 | 28.37 | 5,980 | 34.50 | 6,393 | 36.88 |
| CHIO | CHIEF INFORMATION OFFICER | 8 | 9,701 | 55.97 | 11,797 | 68.06 | 12,612 | 72.76 |
| CPRO | CHIEF PROBATION OFFICER | 8 | 8,707 | 50.23 | 10,588 | 61.08 | 11,320 | 65.31 |
| CSTE | CHILD SUPPORT TECHNICIAN | 3 | 2,492 | 14.38 | 3,031 | 17.49 | 3,240 | 18.69 |
| CLBS | CLERK OF THE BOARD OF SUPERVISORS | 8 | 5,697 | 32.87 | 6,928 | 39.97 | 7,407 | 42.73 |
| CKRM | CLERK-RECORDER MANAGER | 8 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 |
| CSWR-1 | CLINICAL SOCIAL WORKER I | 4 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 |
| CSWR-2 | CLINICAL SOCIAL WORKER II | 4 | 5,534 | 31.93 | 6,730 | 38.83 | 7,195 | 41.51 |
| CEMR | CODE ENFORCEMENT MANAGER | 8 | 7,217 | 41.64 | 8,776 | 50.63 | 9,383 | 54.13 |
| CEOF | CODE ENFORCEMENT OFFICER | 3 | 3,999 | 23.07 | 4,863 | 28.06 | 5,199 | 29.99 |
| CEOF-1 | CODE ENFORCEMENT OFFICER I | 3 | 3,768 | 21.74 | 4,582 | 26.43 | 4,899 | 28.26 |
| CEOF-2 | CODE ENFORCEMENT OFFICER II | 3 | 4,118 | 23.76 | 5,008 | 28.89 | 5,354 | 30.89 |

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YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

(525-1216) Adopt... - 60 of 76

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|--------|---|-----------|-------------------------------|---------------------|--------------------------------|---------------------|----------------------------|---------------------|--------------------------------|---------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | POST 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE |
| COAS | COMMISSARY ASSISTANT | 1 | 2,420 | 13.96 | 2,943 | 16.98 | 3,146 | 18.15 | 3,848 | 22.20 |
| CMCO | COMMISSARY COORDINATOR | 1 | 3,157 | 18.21 | 3,839 | 22.15 | 4,105 | 23.68 | 5,020 | 28.96 |
| CIAC | COMMUNICATIONS & LEGISLATIVE AFFAIRS | 8 | 6,044 | 34.87 | 7,350 | 42.40 | 7,858 | 45.33 | 9,610 | 55.44 |
| CDIS-1 | COMMUNICATIONS DISPATCHER I | 6 | 3,333 | 19.23 | 4,053 | 23.38 | 4,333 | 25.00 | 5,300 | 30.58 |
| CDIS-2 | COMMUNICATIONS DISPATCHER II | 6 | 3,766 | 21.73 | 4,580 | 26.42 | 4,896 | 28.25 | 5,988 | 34.55 |
| CDSA | COMMUNITY DEV & SERV AGENCY DIRECTOR | 8 | 10,594 | 61.12 | 12,883 | 74.33 | 13,773 | 79.46 | 16,845 | 97.18 |
| CSOR | COMMUNITY SERVICES OFFICER | 6 | 3,435 | 19.82 | 4,177 | 24.10 | 4,466 | 25.77 | 5,462 | 31.51 |
| CAPA | CONTRACT & PURCHASING ADMINISTRATOR | 4 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 |
| CROR | CONTROL ROOM OPERATOR | 1 | 2,492 | 14.38 | 3,031 | 17.49 | 3,240 | 18.69 | 3,963 | 22.86 |
| COOK | COOK | 2 | 2,643 | 15.25 | 3,214 | 18.54 | 3,436 | 19.82 | 4,203 | 24.25 |
| CFLV | CORRECTIONAL FACILITY LVN | 3 | 3,768 | 21.74 | 4,582 | 26.43 | 4,899 | 28.26 | 5,992 | 34.57 |
| CFMA | CORRECTIONAL FACILITY MEDICAL ASSISTANT | 3 | 2,644 | 15.25 | 3,216 | 18.55 | 3,438 | 19.83 | 4,204 | 24.25 |
| CFRN | CORRECTIONAL FACILITY RN | 4 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 |
| CORL | CORRECTIONAL LIEUTENANT | 7 | 6,274 | 36.20 | 7,630 | 44.02 | 8,157 | 47.06 | 9,976 | 57.55 |
| CNTE-1 | CORRECTIONAL MAINTENANCE TECHNICIAN I | 2 | 2,805 | 16.18 | 3,411 | 19.68 | 3,647 | 21.04 | 4,460 | 25.73 |
| CNTE-2 | CORRECTIONAL MAINTENANCE TECHNICIAN II | 2 | 3,067 | 17.69 | 3,730 | 21.52 | 3,988 | 23.01 | 4,877 | 28.14 |

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YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|--------|--|-----------|-------------------------------|---------------------|--------------------------------|---------------------|----------------------------|---------------------|--------------------------------|---------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | POST 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE |
| CORO | CORRECTIONAL OFFICER | 6 | 3,549 | 20.48 | 4,316 | 24.90 | 4,614 | 26.62 | 5,643 | 32.56 |
| CORS | CORRECTIONAL SERGEANT | 7 | 4,733 | 27.31 | 5,756 | 33.21 | 6,153 | 35.50 | 7,526 | 43.42 |
| COFO | CORRECTIONS FOOD SERVICES SUPERVISOR | 5 | 3,768 | 21.74 | 4,582 | 26.43 | 4,899 | 28.26 | 5,992 | 34.57 |
| CORA | CORRECTIONS RECREATION AIDE | 1 | 2,975 | 17.16 | 3,618 | 20.87 | 3,868 | 22.32 | 4,731 | 27.29 |
| COAD | COUNTY ADMINISTRATOR | 8 | 12,903 | 74.44 | 15,691 | 90.53 | 16,774 | 96.77 | 20,516 | 118.36 |
| COCO | COUNTY COUNSEL | 8 | 11,924 | 68.79 | 14,500 | 83.65 | 15,502 | 89.43 | 18,960 | 109.38 |
| COSU | COUNTY SURVEYOR | 8 | 6,608 | 38.12 | 8,036 | 46.36 | 8,591 | 49.56 | 10,507 | 60.62 |
| CRAN | CRIME ANALYST | 6 | 4,498 | 25.95 | 5,470 | 31.56 | 5,848 | 33.74 | 7,152 | 41.26 |
| CUSU | CUSTODIAL SUPERVISOR | 5 | 2,722 | 15.70 | 3,310 | 19.10 | 3,539 | 20.42 | 4,328 | 24.97 |
| CRSR | CUSTOMER RELATIONS SUPERVISOR | 5 | 4,118 | 23.76 | 5,008 | 28.89 | 5,354 | 30.89 | 6,548 | 37.78 |
| DCBS | DEPUTY CLERK OF THE BOARD OF SUPERVISORS | 11 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 |
| DCAD | DEPUTY COUNTY ADMINISTRATOR | 8 | 7,438 | 42.91 | 9,045 | 52.18 | 9,670 | 55.79 | 11,827 | 68.23 |
| DCES | DEPUTY COUNTY ADMINISTRATOR - EMERGENCY | 8 | 7,438 | 42.91 | 9,045 | 52.18 | 9,670 | 55.79 | 11,827 | 68.23 |
| DCCL-1 | DEPUTY COUNTY COUNSEL I | 8 | 5,370 | 30.98 | 6,530 | 37.67 | 6,981 | 40.28 | 8,539 | 49.26 |
| DCCL-2 | DEPUTY COUNTY COUNSEL II | 8 | 6,226 | 35.92 | 7,571 | 43.68 | 8,094 | 46.70 | 9,900 | 57.12 |
| DCCL-3 | DEPUTY COUNTY COUNSEL III | 8 | 7,433 | 42.88 | 9,039 | 52.15 | 9,663 | 55.75 | 11,819 | 68.19 |

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YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | LONGEVITY | | |
|--------|--|-----------|-------------------------------|---------------------|---|---------------------|---------------------------------------|---------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | POST 7/1/13 MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| DDCS | DEPUTY DIRECTOR CHILD SUPPORT SERVICES | 8 | 6,224 | 35.91 | 7,569 | 43.67 | 8,092 | 46.68 |
| DDHS | DEPUTY DIRECTOR OF HHS | 8 | 8,125 | 46.88 | 9,880 | 57.00 | 10,563 | 60.94 |
| DEDA-1 | DEPUTY DISTRICT ATTORNEY I | 14 | 5,217 | 30.10 | 6,344 | 36.60 | 6,783 | 39.13 |
| DEDA-2 | DEPUTY DISTRICT ATTORNEY II | 14 | 6,048 | 34.89 | 7,355 | 42.43 | 7,863 | 45.36 |
| DPDA-3 | DEPUTY DISTRICT ATTORNEY III | 14 | 7,221 | 41.66 | 8,781 | 50.66 | 9,388 | 54.16 |
| DPOF-1 | DEPUTY PROBATION OFFICER I | 16 | 3,663 | 21.13 | 4,455 | 25.70 | 4,762 | 27.47 |
| DPOF-2 | DEPUTY PROBATION OFFICER II | 16 | 4,003 | 23.09 | 4,868 | 28.08 | 5,204 | 30.02 |
| DPOF-3 | DEPUTY PROBATION OFFICER III | 16 | 4,373 | 25.23 | 5,318 | 30.68 | 5,685 | 32.80 |
| DPGN-1 | DEPUTY PUBLIC GUARDIAN I | 4 | 3,767 | 21.73 | 4,581 | 26.43 | 4,898 | 28.26 |
| DPGN-2 | DEPUTY PUBLIC GUARDIAN II | 4 | 4,116 | 23.75 | 5,006 | 28.88 | 5,351 | 30.87 |
| DESH | DEPUTY SHERIFF | 6 | 4,312 | 24.88 | 5,244 | 30.25 | 5,606 | 32.34 |
| DEST | DEPUTY SHERIFF TRAINEE | 6 | 4,068 | 23.47 | 4,947 | 28.54 | 5,289 | 30.51 |
| DSUP | DEPUTY SUPERINTENDENT | 8 | 5,590 | 32.25 | 6,798 | 39.22 | 7,267 | 41.93 |
| DESC | DETENTION SERVICES CLERK | 1 | 2,642 | 15.24 | 3,213 | 18.54 | 3,435 | 19.82 |
| DRAS | DIRECTOR OF ADMINISTRATIVE SERVICES | 8 | 8,873 | 51.19 | 10,790 | 62.25 | 11,535 | 66.55 |
| DRCS | DIRECTOR OF CHILD SUPPORT SERVICES | 8 | 9,140 | 52.73 | 11,115 | 64.13 | 11,882 | 68.55 |

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YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|--------|--------------------------------------|-----------|-------------------------------|---------------------|--------------------------------|---------------------|----------------------------|---------------------|--------------------------------|---------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | POST 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE |
| DREH | DIRECTOR OF ENVIRONMENTAL HEALTH | 8 | 6,803 | 39.25 | 8,273 | 47.73 | 8,844 | 51.02 | 10,817 | 62.41 |
| DRFA | DIRECTOR OF FINANCE & ADMINISTRATION | 8 | 7,007 | 40.43 | 8,521 | 49.16 | 9,110 | 52.56 | 11,142 | 64.28 |
| DRHH | DIRECTOR OF HEALTH & HUMAN SVCS | 8 | 10,912 | 62.95 | 13,269 | 76.55 | 14,186 | 81.84 | 17,351 | 100.10 |
| DRNU | DIRECTOR OF NURSES | 8 | 7,660 | 44.19 | 9,315 | 53.74 | 9,958 | 57.45 | 12,180 | 70.27 |
| DRPL | DIRECTOR OF PLANNING | 8 | 8,878 | 51.22 | 10,796 | 62.28 | 11,542 | 66.59 | 14,117 | 81.44 |
| DAIN | DISTRICT ATTORNEY INVESTIGATOR | 6 | 4,773 | 27.54 | 5,804 | 33.48 | 6,205 | 35.80 | 7,590 | 43.79 |
| ELCL-1 | ELECTIONS CLERK I | 1 | 2,805 | 16.18 | 3,411 | 19.68 | 3,647 | 21.04 | 4,460 | 25.73 |
| ELCL-2 | ELECTIONS CLERK II | 1 | 3,067 | 17.69 | 3,730 | 21.52 | 3,988 | 23.01 | 4,877 | 28.14 |
| ELSU | ELIGIBILITY SUPERVISOR | 5 | 3,767 | 21.73 | 4,581 | 26.43 | 4,898 | 28.26 | 5,990 | 34.56 |
| ELTE-1 | ELIGIBILITY TECHNICIAN I | 3 | 2,804 | 16.18 | 3,410 | 19.67 | 3,646 | 21.03 | 4,459 | 25.73 |
| ELTE-2 | ELIGIBILITY TECHNICIAN II | 3 | 3,155 | 18.20 | 3,837 | 22.14 | 4,102 | 23.67 | 5,017 | 28.94 |
| EMOM | EMERGENCY OPERATIONS MANAGER | 8 | 6,413 | 37.00 | 7,799 | 44.99 | 8,337 | 48.10 | 10,197 | 58.83 |
| EMOP | EMERGENCY OPERATIONS PLANNER | 8 | 4,918 | 28.37 | 5,981 | 34.51 | 6,394 | 36.89 | 7,820 | 45.12 |
| EMSO | EMERGENCY SERVICES OFFICER | 8 | 5,532 | 31.92 | 6,727 | 38.81 | 7,192 | 41.49 | 8,796 | 50.75 |
| ETSP-1 | EMPLOYMENT & TRAINING SPECIALIST I | 4 | 3,157 | 18.21 | 3,839 | 22.15 | 4,105 | 23.68 | 5,020 | 28.96 |
| ETSP-2 | EMPLOYMENT & TRAINING SPECIALIST II | 4 | 3,451 | 19.91 | 4,197 | 24.21 | 4,487 | 25.89 | 5,488 | 31.66 |

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YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

| | | (525-1216) | | | | 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | | | | |
| CODE | CLASSIFICATION | BARG UNIT | | | | | | | | | | | | | | | | | |
| ENTE-1 | ENGINEERING TECHNICIAN I | 3 | 3,659 | 21.11 | 4,450 | 25.67 | 4,757 | 27.44 | 5,818 | 33.57 | 4,940 | 28.50 | | | | | | | |
| ENTE-2 | ENGINEERING TECHNICIAN II | 3 | 4,118 | 23.76 | 5,008 | 28.89 | 5,354 | 30.89 | 6,548 | 37.78 | 5,560 | 32.08 | | | | | | | |
| EHSP-1 | ENVIRONMENTAL HEALTH SPECIALIST I | 4 | 3,883 | 22.40 | 4,722 | 27.24 | 5,048 | 29.12 | 6,174 | 35.62 | 5,243 | 30.25 | | | | | | | |
| EHSP-2 | ENVIRONMENTAL HEALTH SPECIALIST II | 4 | 4,366 | 25.19 | 5,310 | 30.63 | 5,676 | 32.75 | 6,942 | 40.05 | 5,895 | 34.01 | | | | | | | |
| EHSP-3 | ENVIRONMENTAL HEALTH SPECIALIST III | 4 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 | 6,260 | 36.12 | | | | | | | |
| EHSU | ENVIRONMENTAL HEALTH SUPERVISOR | 5 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 | 6,840 | 39.46 | | | | | | | |
| EHTE | ENVIRONMENTAL HEALTH TECHNICIAN | 3 | 3,451 | 19.91 | 4,197 | 24.21 | 4,487 | 25.89 | 5,488 | 31.66 | 4,659 | 26.88 | | | | | | | |
| EPID | EPIDEMIOLOGIST | 5 | 5,217 | 30.10 | 6,344 | 36.60 | 6,783 | 39.13 | 8,296 | 47.86 | 7,043 | 40.63 | | | | | | | |
| EQSS | EQUIPMENT SERVICE SPECIALIST | 2 | 2,804 | 16.18 | 3,410 | 19.67 | 3,646 | 21.03 | 4,459 | 25.73 | 3,786 | 21.84 | | | | | | | |
| EUTC | EVIDENCE TECHNICIAN | 6 | 3,243 | 18.71 | 3,944 | 22.75 | 4,216 | 24.32 | 5,157 | 29.75 | 4,379 | 25.26 | | | | | | | |
| EXAS | EXECUTIVE ASSISTANT | 4 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 | 4,657 | 26.87 | | | | | | | |
| EXSH | EXECUTIVE ASSISTANT TO THE SHERIFF | 4 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 | 4,657 | 26.87 | | | | | | | |
| EACA | EXECUTIVE ASST TO COUNTY ADMINISTRATOR | 11 | 3,767 | 21.73 | 4,581 | 26.43 | 4,898 | 28.26 | 5,990 | 34.56 | 5,086 | 29.34 | | | | | | | |
| EDTR | EXECUTIVE DIRECTOR, THREE RIVERS LEVEE | 8 | 10,527 | 60.73 | 12,801 | 73.85 | 13,686 | 78.96 | 16,738 | 96.57 | 14,212 | 81.99 | | | | | | | |
| FMGR | FACILITIES MANAGER | 8 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 | 6,840 | 39.46 | | | | | | | |
| FNPR | FAMILY NURSE PRACTITIONER | 4 | 7,660 | 44.19 | 9,315 | 53.74 | 9,958 | 57.45 | 12,180 | 70.27 | 10,341 | 59.66 | | | | | | | |

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YUBA COUNTY
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| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | LONGEVITY | | |
|--------|--|-----------|-------------------------------|---------------------|---|---------------------|---------------------------------------|---------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | POST 7/1/13 MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| FASU | FINANCE & ADMINISTRATIVE SUPERVISOR | 5 | 4,773 | 27.54 | 5,804 | 33.48 | 6,205 | 35.80 |
| FFED | FIRST 5 YUBA COMMISSION EXECUTIVE DIRECTOR | 8 | 6,044 | 34.87 | 7,350 | 42.40 | 7,858 | 45.33 |
| FIAN | FISCAL ANALYST | 4 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 |
| HMSP-1 | HAZARDOUS MATERIALS SPECIALIST I | 4 | 3,883 | 22.40 | 4,722 | 27.24 | 5,048 | 29.12 |
| HMSP-2 | HAZARDOUS MATERIALS SPECIALIST II | 4 | 4,366 | 25.19 | 5,310 | 30.63 | 5,676 | 32.75 |
| HMSP-3 | HAZARDOUS MATERIALS SPECIALIST III | 4 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 |
| HMSU | HAZARDOUS MATERIALS SUPERVISOR | 5 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 |
| HHAD | HEALTH & HUMAN SERVICES AIDE | 1 | 2,088 | 12.05 | 2,540 | 14.65 | 2,715 | 15.66 |
| HSPM | HEALTH & HUMAN SVCS PROGRAM MGR | 8 | 6,413 | 37.00 | 7,799 | 44.99 | 8,337 | 48.10 |
| HEAR | HEALTH ADMINISTRATOR | 8 | 8,125 | 46.88 | 9,880 | 57.00 | 10,563 | 60.94 |
| HAID | HEALTH AIDE | 1 | 2,280 | 13.15 | 2,773 | 16.00 | 2,964 | 17.10 |
| HESP-1 | HEALTH EDUCATION SPECIALIST I | 4 | 3,350 | 19.33 | 4,074 | 23.50 | 4,355 | 25.13 |
| HESP-2 | HEALTH EDUCATION SPECIALIST II | 4 | 3,659 | 21.11 | 4,450 | 25.67 | 4,757 | 27.44 |
| HEOR | HEALTH OFFICER | 8 | 14,307 | 82.54 | 17,398 | 100.37 | 18,600 | 107.31 |
| HPCR | HEALTH PROGRAM COORDINATOR | 5 | 4,368 | 25.20 | 5,312 | 30.65 | 5,679 | 32.76 |
| HEQM | HEAVY EQUIPMENT MECHANIC | 2 | 3,553 | 20.50 | 4,321 | 24.93 | 4,619 | 26.65 |

Please Note:

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YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|--------|--|-----------|-------------------------------|---------------------|--------------------------------|---------------------|----------------------------|---------------------|--------------------------------|---------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | POST 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE |
| HRAN-1 | HUMAN RESOURCES ANALYST I | 11 | 4,239 | 24.46 | 5,155 | 29.74 | 5,511 | 31.79 | 6,741 | 38.89 |
| HRAN-2 | HUMAN RESOURCES ANALYST II | 11 | 4,774 | 27.54 | 5,806 | 33.50 | 6,207 | 35.81 | 7,591 | 43.79 |
| HRDD | HUMAN RESOURCES DEPUTY DIRECTOR | 8 | 6,605 | 38.11 | 8,032 | 46.34 | 8,587 | 49.54 | 10,502 | 60.59 |
| HRDR | HUMAN RESOURCES DIRECTOR | 8 | 8,615 | 49.70 | 10,476 | 60.44 | 11,200 | 64.62 | 13,698 | 79.03 |
| HRMG | HUMAN RESOURCES MANAGER | 8 | 6,226 | 35.92 | 7,571 | 43.68 | 8,094 | 46.70 | 9,900 | 57.12 |
| HRT | HUMAN RESOURCES TECHNICIAN | 11 | 3,658 | 21.10 | 4,449 | 25.67 | 4,756 | 27.44 | 5,817 | 33.56 |
| HRTA-1 | HUMAN RESOURCES TRAINING ANALYST I | 11 | 4,239 | 24.46 | 5,155 | 29.74 | 5,511 | 31.79 | 6,741 | 38.89 |
| HRTA-2 | HUMAN RESOURCES TRAINING ANALYST II | 11 | 4,774 | 27.54 | 5,806 | 33.50 | 6,207 | 35.81 | 7,591 | 43.79 |
| ITAN-1 | INFORMATION TECHNOLOGY ANALYST I | 4 | 4,774 | 27.54 | 5,806 | 33.50 | 6,207 | 35.81 | 7,591 | 43.79 |
| ITAN-2 | INFORMATION TECHNOLOGY ANALYST II | 4 | 5,217 | 30.10 | 6,344 | 36.60 | 6,783 | 39.13 | 8,296 | 47.86 |
| ITMG | INFORMATION TECHNOLOGY MANAGER | 8 | 7,218 | 41.64 | 8,778 | 50.64 | 9,384 | 54.14 | 11,477 | 66.21 |
| ITSU | INFORMATION TECHNOLOGY SUPERVISOR | 5 | 6,229 | 35.94 | 7,575 | 43.70 | 8,098 | 46.72 | 9,905 | 57.14 |
| ITST-1 | INFORMATION TECHNOLOGY SUPPORT | 3 | 3,883 | 22.40 | 4,722 | 27.24 | 5,048 | 29.12 | 6,174 | 35.62 |
| ITST-2 | INFORMATION TECHNOLOGY SUPPORT | 3 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 |
| ITSA | INFORMATION TECHNOLOGY SYSTEMS ARCHITECT | 8 | 6,416 | 37.02 | 7,802 | 45.01 | 8,341 | 48.12 | 10,202 | 58.86 |
| INCO-1 | INTERVENTION COUNSELOR I | 3 | 3,157 | 18.21 | 3,839 | 22.15 | 4,105 | 23.68 | 5,020 | 28.96 |

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YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | LONGEVITY | | |
|---------|-------------------------------------|-----------|-------------------------------|---------------------|---|---------------------|---|---------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | PRIOR TO 7/1/13 MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| INCO-2 | INTERVENTION COUNSELOR II | 3 | 3,553 | 20.50 | 4,321 | 24.93 | 4,619 | 26.65 |
| JCOF-1A | JUVENILE CORRECTIONS OFFICER I | 16 | | 15.89 | | 19.32 | | 20.66 |
| JCOF-1 | JUVENILE CORRECTIONS OFFICER I | 16 | 2,754 | 15.89 | 3,349 | 19.32 | 3,581 | 20.66 |
| JCOF-2 | JUVENILE CORRECTIONS OFFICER II | 16 | 3,191 | 18.41 | 3,881 | 22.39 | 4,149 | 23.94 |
| JCOF-2A | JUVENILE CORRECTIONS OFFICER II | 16 | | 18.41 | | 22.39 | | 23.94 |
| KISU | KITCHEN SUPERVISOR | 5 | 2,890 | 16.67 | 3,515 | 20.28 | 3,757 | 21.68 |
| LEBU | LEAD BUILDING MAINTENANCE CUSTODIAN | 2 | 2,491 | 14.37 | 3,030 | 17.48 | 3,239 | 18.69 |
| LOAS-1 | LEGAL OFFICE ASSISTANT I | 1 | 2,420 | 13.96 | 2,943 | 16.98 | 3,146 | 18.15 |
| LOAS-2 | LEGAL OFFICE ASSISTANT II | 1 | 2,722 | 15.70 | 3,310 | 19.10 | 3,539 | 20.42 |
| LGSC | LEGAL SECRETARY | 11 | 3,067 | 17.69 | 3,730 | 21.52 | 3,988 | 23.01 |
| LSCO | LEGAL SERVICES COORDINATOR | 11 | 3,880 | 22.38 | 4,719 | 27.23 | 5,044 | 29.10 |
| LGSS | LEGAL SERVICES SUPERVISOR | 5 | 3,659 | 21.11 | 4,450 | 25.67 | 4,757 | 27.44 |
| LIBR | LIBRARIAN | 4 | 3,659 | 21.11 | 4,450 | 25.67 | 4,757 | 27.44 |
| LITE-1 | LIBRARY TECHNICIAN I | 1 | 2,215 | 12.78 | 2,694 | 15.54 | 2,880 | 16.62 |
| MAAN-1 | MANAGEMENT ANALYST I | 8 | 4,501 | 25.97 | 5,474 | 31.58 | 5,852 | 33.76 |
| MAAN-2 | MANAGEMENT ANALYST II | 8 | 5,215 | 30.09 | 6,342 | 36.59 | 6,780 | 39.12 |

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YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|--------|---------------------|-----------|-------------------------------|---------------------|--------------------------------|---------------------|----------------------------|---------------------|--------------------------------|---------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | POST 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE |
| OASC-1 | OFFICE ASSISTANT I | 11 | 2,150 | 12.40 | 2,615 | 15.09 | 2,795 | 16.13 | 3,419 | 19.73 |
| OAST-1 | OFFICE ASSISTANT I | 1 | 2,150 | 12.40 | 2,615 | 15.09 | 2,795 | 16.13 | 3,419 | 19.73 |
| OAST-2 | OFFICE ASSISTANT II | 1 | 2,350 | 13.56 | 2,858 | 16.49 | 3,055 | 17.63 | 3,737 | 21.56 |
| OASC-2 | OFFICE ASSISTANT II | 11 | 2,350 | 13.56 | 2,858 | 16.49 | 3,055 | 17.63 | 3,737 | 21.56 |
| OFSP | OFFICE SPECIALIST | 1 | 2,642 | 15.24 | 3,213 | 18.54 | 3,435 | 19.82 | 4,201 | 24.24 |
| OFSP-C | OFFICE SPECIALIST | 11 | 2,642 | 15.24 | 3,213 | 18.54 | 3,435 | 19.82 | 4,201 | 24.24 |
| PARA | PARALEGAL | 11 | 3,451 | 19.91 | 4,197 | 24.21 | 4,487 | 25.89 | 5,488 | 31.66 |
| PATC | PAYROLL TECHNICIAN | 3 | 3,553 | 20.50 | 4,321 | 24.93 | 4,619 | 26.65 | 5,650 | 32.60 |
| PETE | PERMIT TECHNICIAN | 1 | 2,974 | 17.16 | 3,617 | 20.87 | 3,867 | 22.31 | 4,729 | 27.28 |
| PTH | PHYSICAL THERAPIST | 4 | 6,042 | 34.86 | 7,348 | 42.39 | 7,855 | 45.32 | 9,607 | 55.43 |
| PHAS | PHYSICIAN ASSISTANT | 4 | 7,660 | 44.19 | 9,315 | 53.74 | 9,958 | 57.45 | 12,180 | 70.27 |
| PLCR-1 | PLAN CHECKER I | 4 | 4,368 | 25.20 | 5,312 | 30.65 | 5,679 | 32.76 | 6,946 | 40.07 |
| PLCR-2 | PLAN CHECKER II | 4 | 4,773 | 27.54 | 5,804 | 33.48 | 6,205 | 35.80 | 7,590 | 43.79 |
| PLAN-1 | PLANNER I | 4 | 4,118 | 23.76 | 5,008 | 28.89 | 5,354 | 30.89 | 6,548 | 37.78 |
| PLAN-2 | PLANNER II | 4 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 |
| PLAN-3 | PLANNER III | 4 | 5,534 | 31.93 | 6,730 | 38.83 | 7,195 | 41.51 | 8,800 | 50.77 |

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YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

(525-1216) Adopt... - 69 of 76

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | LONGEVITY | | |
|--------|------------------------------|-----------|-------------------------------|---------------------|---|---------------------|---------------------------------------|---------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | POST 7/1/13 MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| PLTE | PLANNING TECHNICIAN | 3 | 3,659 | 21.11 | 4,450 | 25.67 | 4,757 | 27.44 |
| PREN | PRINCIPAL ENGINEER | 8 | 7,221 | 41.66 | 8,781 | 50.66 | 9,388 | 54.16 |
| PRAN | PRINCIPAL MANAGEMENT ANALYST | 8 | 6,807 | 39.27 | 8,278 | 47.76 | 8,850 | 51.06 |
| PPLA | PRINCIPAL PLANNER | 8 | 6,605 | 38.11 | 8,032 | 46.34 | 8,587 | 49.54 |
| PBAI | PROBATION AIDE | 1 | 2,975 | 17.16 | 3,618 | 20.87 | 3,868 | 22.32 |
| PBAN | PROBATION ANALYST | 4 | 4,773 | 27.54 | 5,804 | 33.48 | 6,205 | 35.80 |
| PPMG | PROBATION PROGRAM MANAGER | 8 | 5,590 | 32.25 | 6,798 | 39.22 | 7,267 | 41.93 |
| PROA | PROGRAM AIDE | 1 | 2,975 | 17.16 | 3,618 | 20.87 | 3,868 | 22.32 |
| PRAT | PROGRAM ASSISTANT | 1 | 2,642 | 15.24 | 3,213 | 18.54 | 3,435 | 19.82 |
| PRSP | PROGRAM SPECIALIST | 5 | 3,879 | 22.38 | 4,717 | 27.21 | 5,043 | 29.09 |
| PJMG | PROJECT MANAGER | 8 | 5,700 | 32.88 | 6,932 | 39.99 | 7,410 | 42.75 |
| PGCR | PUBLIC GUARDIAN-CONSERVATOR | 8 | 5,374 | 31.00 | 6,535 | 37.70 | 6,987 | 40.31 |
| PHNR-1 | PUBLIC HEALTH NURSE I | 4 | 5,534 | 31.93 | 6,730 | 38.83 | 7,195 | 41.51 |
| PHNR-2 | PUBLIC HEALTH NURSE II | 4 | 5,870 | 33.87 | 7,138 | 41.18 | 7,631 | 44.03 |
| PHNR-3 | PUBLIC HEALTH NURSE III | 4 | 6,229 | 35.94 | 7,575 | 43.70 | 8,098 | 46.72 |
| PHNI | PUBLIC HEALTH NURSE INTERN | 4 | 5,217 | 30.10 | 6,344 | 36.60 | 6,783 | 39.13 |

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YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

(525-1216) Adopt... - 70 of 76

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | LONGEVITY | | |
|--------|--|-----------|-------------------------------|---------------------|---|---------------------|---------------------------------------|---------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | POST 7/1/13 MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| PWDR | PUBLIC WORKS DIRECTOR | 8 | 9,986 | 57.61 | 12,143 | 70.06 | 12,982 | 74.90 |
| PWMR-1 | PUBLIC WORKS MAINTENANCE WORKER I | 2 | 2,567 | 14.81 | 3,122 | 18.01 | 3,338 | 19.26 |
| PWMR-2 | PUBLIC WORKS MAINTENANCE WORKER II | 2 | 2,975 | 17.16 | 3,618 | 20.87 | 3,868 | 22.32 |
| PRMA | PUBLIC WORKS PROJECT MANAGER | 8 | 6,416 | 37.02 | 7,802 | 45.01 | 8,341 | 48.12 |
| PWSU | PUBLIC WORKS SUPERINTENDENT | 8 | 5,371 | 30.99 | 6,532 | 37.68 | 6,983 | 40.29 |
| RPAR-1 | REAL PROPERTY APPRAISER I | 4 | 3,553 | 20.50 | 4,321 | 24.93 | 4,619 | 26.65 |
| RPAR-2 | REAL PROPERTY APPRAISER II | 4 | 3,879 | 22.38 | 4,717 | 27.21 | 5,043 | 29.09 |
| RPAR-3 | REAL PROPERTY APPRAISER III | 4 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 |
| RECL-1 | RECORDER CLERK I | 1 | 2,805 | 16.18 | 3,411 | 19.68 | 3,647 | 21.04 |
| RECL-2 | RECORDER CLERK II | 1 | 3,067 | 17.69 | 3,730 | 21.52 | 3,988 | 23.01 |
| RENU | REGISTERED NURSE | 4 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 |
| RYMR | REGISTRAR OF VOTERS MANAGER | 8 | 5,870 | 33.87 | 7,138 | 41.18 | 7,631 | 44.03 |
| SAAD | SENIOR ACCOUNTANT-AUDITOR | 4 | 4,368 | 25.20 | 5,312 | 30.65 | 5,679 | 32.76 |
| SEAT | SENIOR ACCOUNTING TECHNICIAN | 3 | 3,350 | 19.33 | 4,074 | 23.50 | 4,355 | 25.13 |
| SACE | SENIOR ASSOCIATE CIVIL ENGINEER | 4 | 6,944 | 40.06 | 8,444 | 48.72 | 9,028 | 52.08 |
| SBMT | SENIOR BUILDING MAINTENANCE TECHNICIAN | 2 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 |

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YUBA COUNTY
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EFFECTIVE DATE: July 2016

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|------|--|-----------|-------------------------------|---------------------|--------------------------------|---------------------|----------------------------|---------------------|--------------------------------|---------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | POST 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE |
| SDPO | SENIOR DEPUTY PROBATION OFFICER | 16 | 4,778 | 27.57 | 5,811 | 33.53 | 6,212 | 35.84 | 7,598 | 43.83 |
| SRET | SENIOR ELIGIBILITY TECHNICIAN | 3 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 |
| SITA | SENIOR INFORMATION TECHNOLOGY ANALYST | 4 | 5,870 | 33.87 | 7,138 | 41.18 | 7,631 | 44.03 | 9,334 | 53.85 |
| SITT | SENIOR INFORMATION TECHNOLOGY SUPPORT | 3 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 |
| SLTE | SENIOR LIBRARY TECHNICIAN | 3 | 2,805 | 16.18 | 3,411 | 19.68 | 3,647 | 21.04 | 4,460 | 25.73 |
| SEPT | SENIOR PERMIT TECHNICIAN | 1 | 3,250 | 18.75 | 3,952 | 22.80 | 4,225 | 24.38 | 5,168 | 29.82 |
| SPMW | SENIOR PUBLIC WORKS MAINTENANCE WORKER | 2 | 3,252 | 18.76 | 3,955 | 22.82 | 4,228 | 24.39 | 5,171 | 29.83 |
| SSAC | SENIOR SUBSTANCE ABUSE COUNSELOR | 3 | 3,879 | 22.38 | 4,717 | 27.21 | 5,043 | 29.09 | 6,168 | 35.58 |
| SVWA | SENIOR VICTIMWITNESS ADVOCATE | 3 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 |
| SHCA | SHERIFF'S CAPTAIN | 8 | 7,266 | 41.92 | 8,836 | 50.98 | 9,446 | 54.50 | 11,553 | 66.65 |
| SCSA | SHERIFF'S CIVIL SERVICES ASSOCIATE | 6 | 3,551 | 20.49 | 4,319 | 24.92 | 4,617 | 26.64 | 5,647 | 32.58 |
| SCRS | SHERIFF'S COMMUN & RECORDS SUPERV | 5 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 |
| SHFA | SHERIFF'S FINANCIAL MANAGER | 8 | 6,224 | 35.91 | 7,569 | 43.67 | 8,092 | 46.68 | 9,897 | 57.10 |
| SHLO | SHERIFF'S LIEUTENANT - OPERATIONS | 7 | 6,463 | 37.29 | 7,860 | 45.35 | 8,402 | 48.47 | 10,277 | 59.29 |
| SHRE | SHERIFF'S RECORDS CLERK | 1 | 2,642 | 15.24 | 3,213 | 18.54 | 3,435 | 19.82 | 4,201 | 24.24 |
| SHSC | SHERIFF'S SERGEANT - CORRECTIONS | 7 | 5,157 | 29.75 | 6,271 | 36.18 | 6,705 | 38.68 | 8,200 | 47.31 |

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YUBA COUNTY
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|--------|---------------------------------|-----------|-------------------------------|---------------------|--------------------------------|------------------------|--------------------------------|------------------------|--------------------------------|------------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM MONTHLY SALARY | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM MONTHLY SALARY | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM MONTHLY SALARY |
| SHSO | SHERIFF'S SERGEANT - OPERATIONS | 7 | 5,312 | 30.65 | 6,460 | 37.27 | 6,906 | 39.84 | 8,447 | 48.73 |
| SWKR-1 | SOCIAL WORKER I | 4 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 |
| SWKA-1 | SOCIAL WORKER I (AS) | 4 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 |
| SWKC-1 | SOCIAL WORKER I (CWS) | 4 | 3,883 | 22.40 | 4,722 | 27.24 | 5,048 | 29.12 | 6,174 | 35.62 |
| SWKE-1 | SOCIAL WORKER I (EMPLOY) | 4 | 3,449 | 19.90 | 4,194 | 24.20 | 4,484 | 25.87 | 5,484 | 31.64 |
| SWKR-2 | SOCIAL WORKER II | 4 | 3,767 | 21.73 | 4,581 | 26.43 | 4,898 | 28.26 | 5,990 | 34.56 |
| SWKA-2 | SOCIAL WORKER II (AS) | 4 | 3,767 | 21.73 | 4,581 | 26.43 | 4,898 | 28.26 | 5,990 | 34.56 |
| SWKC-2 | SOCIAL WORKER II (CWS) | 4 | 4,242 | 24.47 | 5,159 | 29.76 | 5,515 | 31.82 | 6,745 | 38.91 |
| SWKE-2 | SOCIAL WORKER II (EMPLOY) | 4 | 3,767 | 21.73 | 4,581 | 26.43 | 4,898 | 28.26 | 5,990 | 34.56 |
| SWKR-3 | SOCIAL WORKER III | 4 | 4,116 | 23.75 | 5,006 | 28.88 | 5,351 | 30.87 | 6,545 | 37.76 |
| SWKA-3 | SOCIAL WORKER III (AS) | 4 | 4,116 | 23.75 | 5,006 | 28.88 | 5,351 | 30.87 | 6,545 | 37.76 |
| SWKC-3 | SOCIAL WORKER III (CWS) | 4 | 4,637 | 26.75 | 5,639 | 32.53 | 6,029 | 34.78 | 7,373 | 42.54 |
| SWKR-4 | SOCIAL WORKER IV | 4 | 4,501 | 25.97 | 5,474 | 31.58 | 5,852 | 33.76 | 7,157 | 41.29 |
| SWKA-4 | SOCIAL WORKER IV (AS) | 4 | 4,501 | 25.97 | 5,474 | 31.58 | 5,852 | 33.76 | 7,157 | 41.29 |
| SWKC-4 | SOCIAL WORKER IV (CWS) | 4 | 5,066 | 29.23 | 6,161 | 35.54 | 6,586 | 38.00 | 8,055 | 46.47 |
| SWSA | SOCIAL WORKER SUPERVISOR (AS) | 5 | 4,773 | 27.54 | 5,804 | 33.48 | 6,205 | 35.80 | 7,590 | 43.79 |

Please Note:

Refer to the back page of this document for calculations pertaining to Merit/Longevity salary and hourly calculations.

All classifications listed in this schedule may also be utilized in an Extra Help (Unit 0) capacity.

Bilingual Pay: Some positions may qualify for an additional \$125 per month, Unit 6 an additional \$100 per month and Unit 7 an additional \$70 per month for bilingual pay.

Confidential Pay: Classifications in Unit 11 or Unit 0 hired on or after 11/1/14 receive \$250 per month. Current Unit 11 employee's confidential pay will be frozen at the current rate effective 12/31/14 or increased to \$250 effective 1/1/15 whichever is greater (or whichever benefit is higher).

YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

| CODE | CLASSIFICATION | BARG UNIT | PAY RATE | | | | LONGEVITY | | | |
|--------|--|-----------|-------------------------------|---------------------|--------------------------------|---------------------|----------------------------|---------------------|--------------------------------|---------------------|
| | | | MINIMUM MONTHLY SALARY (BASE) | MINIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | POST 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE | PRIOR TO 7/1/13 MONTHLY SALARY | MAXIMUM HOURLY RATE |
| SWSC | SOCIAL WORKER SUPERVISOR (CWS) | 5 | 5,534 | 31.93 | 6,730 | 38.83 | 7,195 | 41.51 | 8,800 | 50.77 |
| SWSE | SOCIAL WORKER SUPERVISOR (EMPLOY) | 5 | 4,501 | 25.97 | 5,474 | 31.58 | 5,852 | 33.76 | 7,157 | 41.29 |
| SACR-1 | SUBSTANCE ABUSE COUNSELOR I | 3 | 3,157 | 18.21 | 3,839 | 22.15 | 4,105 | 23.68 | 5,020 | 28.96 |
| SACR-2 | SUBSTANCE ABUSE COUNSELOR II | 3 | 3,553 | 20.50 | 4,321 | 24.93 | 4,619 | 26.65 | 5,650 | 32.60 |
| SPIN | SUPERINTENDENT OF INSTITUTIONS | 8 | 6,353 | 36.65 | 7,726 | 44.57 | 8,259 | 47.65 | 10,102 | 58.28 |
| SACO | SUPERVISING ANIMAL CARE SERVICES OFFICER | 5 | 3,451 | 19.91 | 4,197 | 24.21 | 4,487 | 25.89 | 5,488 | 31.66 |
| SUBO | SUPERVISING BUILDING OFFICIAL | 5 | 5,217 | 30.10 | 6,344 | 36.60 | 6,783 | 39.13 | 8,296 | 47.86 |
| SCMG | SUPERVISING CASE MANAGER | 5 | 3,553 | 20.50 | 4,321 | 24.93 | 4,619 | 26.65 | 5,650 | 32.60 |
| SVRN | SUPERVISING CORRECTIONAL FACILITY RN | 5 | 5,374 | 31.00 | 6,535 | 37.70 | 6,987 | 40.31 | 8,545 | 49.30 |
| SUPO | SUPERVISING DEPUTY PROBATION OFFICER | 17 | 5,222 | 30.13 | 6,350 | 36.63 | 6,789 | 39.17 | 8,303 | 47.90 |
| SJCO | SUPERVISING JUVENILE CORRECTIONS OFFICER | 17 | 3,699 | 21.34 | 4,498 | 25.95 | 4,809 | 27.74 | 5,882 | 33.93 |
| SJCO-A | SUPERVISING JUVENILE CORRECTIONS OFFICER | 17 | | 21.34 | | 25.95 | | 27.74 | | 33.93 |
| SLOA | SUPERVISING LEGAL OFFICE ASSISTANT | 5 | 3,451 | 19.91 | 4,197 | 24.21 | 4,487 | 25.89 | 5,488 | 31.66 |
| SUME | SUPERVISING MECHANIC | 5 | 3,999 | 23.07 | 4,863 | 28.06 | 5,199 | 29.99 | 6,359 | 36.69 |
| SUOA | SUPERVISING OFFICE ASSISTANT | 5 | 2,889 | 16.67 | 3,514 | 20.27 | 3,756 | 21.67 | 4,594 | 26.50 |
| SPHN | SUPERVISING PUBLIC HEALTH NURSE | 5 | 6,807 | 39.27 | 8,278 | 47.76 | 8,850 | 51.06 | 10,824 | 62.45 |

Please Note:

Refer to the back page of this document for calculations pertaining to Merit/Longevity salary and hourly calculations.

All classifications listed in this schedule may also be utilized in an Extra Help (Unit 0) capacity.

Bilingual Pay: Some positions may qualify for an additional \$125 per month, Unit 6 an additional \$100 per month and Unit 7 an additional \$70 per month for bilingual pay.

Confidential Pay: Classifications in Unit 11 or Unit 0 hired on or after 11/1/14 receive \$250 per month. Current Unit 11 employee's confidential pay will be frozen at the current rate effective 12/31/14 or increased to \$250 effective 1/1/15 whichever is greater (or whichever benefit is higher).

(525-1216) Adopt... - 74 of 76

YUBA COUNTY
Classification System - Basic Salary/Hourly Schedule
EFFECTIVE DATE: July 2016

| | | 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CODE | CLASSIFICATION | BARG UNIT | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Please Note:

Refer to the back page of this document for calculations pertaining to Merit/Longevity salary and hourly calculations.
All classifications listed in this schedule may also be utilized in an Extra Help (Unit 0) capacity.

Bilingual Pay: Some positions may qualify for an additional \$125 per month, Unit 8 an additional \$100 per month and Unit 7 an additional \$70 per month for bilingual pay.

Confidential Pay: Classifications in Unit 11 or Unit 0 hired on or after 11/1/14 receive \$250 per month. Current Unit 11 employee's confidential pay will be frozen at the current rate effective 12/31/14 or increased to \$250 effective 1/1/15 whichever is greater (or whichever benefit is higher).

DETERMINE AN EMPLOYEE'S MONTHLY SALARY:

| | |
|-------------|---|
| T: | Step 1 through 5 (Index Rates Between 1.0000 and 1.2160) are Merit. Index Rates above 1.2160 are Longevity Steps. |
| D: | Determine the # of Years of Service Completed or Step Rate at time of hire. |
| D: | In the Step Index Table: Refer to the "Step" or "Yrs of Service" column and get the corresponding "Index Rate". |
| 4TH: | Refer to the Classification System - Basic Salary Schedule and find current title of position. Multiply the "Index Rate" by the "Base" of the position. Round up to the nearest whole dollar. |

**EMPLOYEES HIRED BEFORE
7/1/13**
MERIT/LONGEVITY STEP INDEX

| | Step | Index Rate | Yrs of Svc | Index Rate |
|------------------|------------|------------|------------|------------|
| MERIT | 1 | 1.0000 | 16 | 1.3800 |
| | 2 | 1.0500 | 17 | 1.3950 |
| | 3 | 1.1030 | 18 | 1.4100 |
| | 4 | 1.1580 | 19 | 1.4250 |
| | 5 | 1.2160 | 20 | 1.4400 |
| | Yrs of Svc | Index Rate | 21 | 1.4550 |
| LONGEVITY | 6 | 1.2300 | 22 | 1.4700 |
| | 7 | 1.2450 | 23 | 1.4850 |
| | 8 | 1.2600 | 24 | 1.5000 |
| | 9 | 1.2750 | 25 | 1.5150 |
| | 10 | 1.2900 | 26 | 1.5300 |
| | 11 | 1.3050 | 27 | 1.5450 |
| | 12 | 1.3200 | 28 | 1.5600 |
| | 13 | 1.3350 | 29 | 1.5750 |
| | 14 | 1.3500 | 30 | 1.5900 |
| | 15 | 1.3650 | | |

**EMPLOYEES HIRED ON OR
AFTER 7/1/13**
**MERIT / LONGEVITY
STEP INDEX**

| Step | Index Rate |
|--------------------------|------------|
| 1 | 1.00 |
| 2 | 1.05 |
| 3 | 1.10 |
| 4 | 1.15 |
| 5 | 1.20 |
| 6 | 1.25 |
| 7 | 1.30 |
| LONGEVITY | |
| (AT LEAST 15 YEARS SVC): | 1.35 |

THIS PAGE INTENTIONALLY LEFT BLANK

The County of Yuba

HUMAN RESOURCES and ORGANIZATIONAL SERVICES

JILL ABEL, DIRECTOR



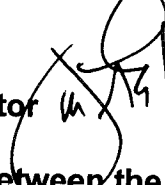
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(526-1216) Appro... - 1 of 88

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TO: Board of Supervisors

FROM: Jill Abel, Human Resources Director 

RE: Memorandum of Understanding between the County of Yuba and the Yuba County Deputy Sheriffs Association (DSA)

DATE: December 6, 2016

RECOMMENDATION

1. It is recommended that the Board of Supervisors authorize the Chair to sign the attached Memorandum of Understanding (MOU) between the County of Yuba and the Deputy Sheriffs Association (DSA).
2. Adopt the resolution to amend the Classification System-Basic Salary/Hourly Schedule as it relates to the DSA MOU to be effective December 1, 2016.

BACKGROUND

The County and DSA met and conferred in good faith regarding wages, hours, and working conditions and mutually agreed to terms for the period beginning December 1, 2016, and ending June 30, 2019. This MOU includes the terms and conditions of that agreement.

DISCUSSION

The discussions between the County and DSA 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:

- A 1% Cost of Living Adjustment in December of Year 1, and a 2% adjustment in Year 2 and Year 3
- CalPERS Employer Pension Cost sharing totaling 3% for Local Safety members and 1% for Miscellaneous members
- Equity Adjustments for classifications experiencing market lag
- The conversion of specialty pays from a percentage of pay to a flat rate
- The removal of Sick Leave from the calculation of overtime
- \$50,000 of County-provided life insurance
- Clean-up language in several articles to reflect changes in state or federal law

The attached resolution amends the Classification System-Basic Salary/Hourly Schedule as it relates to the negotiated contract effective **December 1, 2016**.

The following items reflect the changes per the DSA contract:

- A 1% cost of living increase for all DSA classifications and;
- A 1.5% equity increase for the Communications Dispatcher series, District Attorney Investigator, Evidence Technician and Welfare Fraud Investigator classifications
- A 2% equity increase for the Correctional Officer classification
- A 3% equity increase for the Deputy Sheriff and Deputy Sheriff Trainee classifications

This action modifies the Classification System-Basic Salary Schedule to implement this change.

FISCAL IMPACT

The cost of the multi-year agreement is estimated at \$869,043; \$204,701 non-general fund, and \$664,342 general fund.

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

RESOLUTION AMENDING THE
CLASSIFICATION SYSTEM –
BASIC SALARY SCHEDULE

)
)
)
)

RESOLUTION NO. _____

BE IT RESOLVED that the Classification System – Basic Salary/Hourly Schedule shall be amended as follows effective **December 1, 2016**.

AS SET FORTH IN ATTACHMENT "A"

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 Stottmeyer
Clerk of the Board

APPROVED AS TO FORM: Angil Morris-Jones
County Counsel

By: _____

By: Courtney C. [Signature]

DELETE

| CODE | CLASSIFICATION | BU | 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| CDIS-1 | COMMUNICATIONS DISPATCHER I | 6 | 3,333 | 19.23 | \$4,053 | \$23.38 | \$4,333 | \$25.00 | \$5,300 | \$30.58 |
| CDIS-2 | COMMUNICATIONS DISPATCHER II | 6 | 3,766 | 21.73 | \$4,580 | \$26.42 | \$4,896 | \$28.25 | \$5,988 | \$34.55 |
| CSOR | COMMUNITY SERVICES OFFICER | 6 | 3,435 | 19.82 | \$4,177 | \$24.10 | \$4,466 | \$25.77 | \$5,462 | \$31.51 |
| CORO | CORRECTIONAL OFFICER | 6 | 3,549 | 20.48 | \$4,316 | \$24.90 | \$4,614 | \$26.62 | \$5,643 | \$32.56 |
| CRAN | CRIME ANALYST | 6 | 4,498 | 25.95 | \$5,470 | \$31.56 | \$5,848 | \$33.74 | \$7,152 | \$41.26 |
| DESH | DEPUTY SHERIFF | 6 | 4,312 | 24.88 | \$5,244 | \$30.25 | \$5,606 | \$32.34 | \$6,857 | \$39.56 |
| DEST | DEPUTY SHERIFF TRAINEE | 6 | 4,068 | 23.47 | \$4,947 | \$28.54 | \$5,289 | \$30.51 | \$6,469 | \$37.32 |
| DAIN | DISTRICT ATTORNEY INVESTIGATOR | 6 | 4,773 | 27.54 | \$5,804 | \$33.48 | \$6,205 | \$35.80 | \$7,590 | \$43.79 |
| EVTC | EVIDENCE TECHNICIAN | 6 | 3,243 | 18.71 | \$3,944 | \$22.75 | \$4,216 | \$24.32 | \$5,157 | \$29.75 |
| SCSA | SHERIFF'S CIVIL SERVICES ASSOCIATE | 6 | 3,551 | 20.49 | \$4,319 | \$24.92 | \$4,617 | \$26.64 | \$5,647 | \$32.58 |
| WFIN | WELFARE FRAUD INVESTIGATOR | 6 | 4,773 | 27.54 | \$5,804 | \$33.48 | \$6,205 | \$35.80 | \$7,590 | \$43.79 |

ADD

| CODE | CLASSIFICATION | BU | 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 | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE | MAXIMUM MONTHLY SALARY | MAXIMUM HOURLY RATE |
| CDIS-1 | COMMUNICATIONS DISPATCHER I | 6 | 3,417 | 19.71 | \$4,156 | \$23.98 | \$4,443 | \$25.63 | \$5,434 | \$31.35 |
| CDIS-2 | COMMUNICATIONS DISPATCHER II | 6 | 3,861 | 22.28 | \$4,695 | \$27.09 | \$5,020 | \$28.96 | \$6,139 | \$35.42 |
| CSOR | COMMUNITY SERVICES OFFICER | 6 | 3,470 | 20.02 | \$4,220 | \$24.35 | \$4,511 | \$26.03 | \$5,518 | \$31.83 |
| CORO | CORRECTIONAL OFFICER | 6 | 3,656 | 21.09 | \$4,446 | \$25.65 | \$4,753 | \$27.42 | \$5,814 | \$33.54 |
| CRAN | CRIME ANALYST | 6 | 4,543 | 26.21 | \$5,525 | \$31.88 | \$5,906 | \$34.07 | \$7,224 | \$41.68 |
| DESH | DEPUTY SHERIFF | 6 | 4,485 | 25.88 | \$5,454 | \$31.47 | \$5,831 | \$33.64 | \$7,132 | \$41.15 |
| DEST | DEPUTY SHERIFF TRAINEE | 6 | 4,231 | 24.41 | \$5,145 | \$29.68 | \$5,501 | \$31.74 | \$6,728 | \$38.82 |
| DAIN | DISTRICT ATTORNEY INVESTIGATOR | 6 | 4,893 | 28.23 | \$5,950 | \$34.33 | \$6,361 | \$36.70 | \$7,780 | \$44.88 |
| EVTC | EVIDENCE TECHNICIAN | 6 | 3,325 | 19.18 | \$4,044 | \$23.33 | \$4,323 | \$24.94 | \$5,287 | \$30.50 |
| SCSA | SHERIFF'S CIVIL SERVICES ASSOCIATE | 6 | 3,587 | 20.69 | \$4,362 | \$25.17 | \$4,664 | \$26.91 | \$5,704 | \$32.91 |
| WFIN | WELFARE FRAUD INVESTIGATOR | 6 | 4,893 | 28.23 | \$5,950 | \$34.33 | \$6,361 | \$36.70 | \$7,780 | \$44.88 |

ATTACHMENT

MEMORANDUM OF UNDERSTANDING

Between
The County of Yuba
And
The Deputy Sheriff's Association (DSA)



December 1, 2016 through June 30, 2019

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PREAMBLE

In accordance with the provisions of Government Code Section 3505, et seq., this Memorandum of Understanding (MOU) sets forth the terms of agreement reached between the representatives of the Board of Supervisors of the County of Yuba hereby referred to as "the County" and representatives of the Deputy Sheriffs' Association (DSA), Bargaining Unit 6, hereby referred to as "DSA", having met and conferred with regard to wages, hours and other terms and conditions of employment for said DSA for the period beginning **December 1, 2016**, through **June 30, 2019**. Unless otherwise indicated herein, all provisions shall become effective **December 1, 2016**.

ARTICLE 1 DEFINITIONS AND GENERAL PROVISIONS

Section 1.01. Scope

Unless the context otherwise requires, the general provisions herein set forth govern the construction of these rules.

Section 1.02. Definitions

AGENCY SHOP means that an employee assigned to Bargaining Unit (6) must become a member of the Deputy Sheriffs' Association and pay membership dues OR decline membership as a matter of personal preference and pay an amount equal to monthly membership dues OR decline on religious grounds and pay the amount equal to the monthly membership dues to a non-profit charitable organization designated by the Union.

APPOINTING AUTHORITY means a person or group having lawful authority to appoint or remove persons from positions in County service.

BASE RATE is defined as the entry level pay of a classification on the County Classification System-Basic Salary/Hourly Schedule (Base multiplied by the 1.0000 index rate).

BOARD means the Board of Supervisors of the County of Yuba.

BUSINESS DAY means the standard operating hours of the County, typically Monday through Friday from 8 a.m. to 5 p.m.

CLASS means a position or group of positions having duties and responsibilities sufficiently similar that

The same title may be used,
The same qualifications may be required AND
The same schedule of compensation may be made to apply with equity.

CLASSIFIED SERVICE means all positions in the County service except elected officials, extra-help employees and other positions specifically designated by the Board to be exempt from the classification plan.

COMPENSATION means the salary, wage, allowances, benefits and all other forms of valuable consideration, earned by or paid to any employee by reason of service in any position, but does not include any allowances authorized and incurred as incidents of employment.

COMPENSABLE TIME OFF (CTO) means compensable time earned in place of overtime pay at the rate of 1 ½ times the amount of time worked.

DAY means any twenty-four hour period beginning with the regularly scheduled work shift except for employees in a department other than the Sheriff's Department where a day means a period of time between any midnight and the midnight following.

DEMOTION means a reduction in an employee's classification which results in a reduction in the employee's salary range whether on a voluntary or involuntary basis.

DEPARTMENT HEAD means any elected or appointed person who has direct supervision and responsibility for personnel, records, funds, maintenance and services to be performed by a County department.

DISPLACEMENT means the replacement of an employee in a position by another employee from a class at a substantially equal or higher salary level when said replacement is in lieu of lay-off for the displacing employee.

EMPLOYEE means a person legally holding a position in the County service.

EXTENDED ILLNESS means an injury or illness which requires the absence from work of an employee for more than 15 calendar days.

HOURLY RATE means the amount of compensation for a full hour's service as set forth in the Classification System-Basic Salary Schedule. Hourly rate is determined by referring to the Classification System-Basic Salary Schedule and multiplying the Base of the position to the appropriate Index Rate and rounding up to the nearest whole dollar and multiplying by 12 and dividing the result by 2,080. Use Standard Rounding to the nearest whole penny.

IMMEDIATE FAMILY means a person related by blood, marriage or adoption who is a husband, wife, son, daughter, sister, brother, mother, father, grandfather, grandmother, granddaughter or grandson unless expanded definition is required by State or Federal law.

INDEX RATE means a specific rate identified in the Classification System-Basic Salary Schedule Index/Merit Table which is based on an employee's number of years of permanent Yuba County service. The Index Rate is used to determine monthly salary by multiplying the Index Rate by the Base Pay of a classification.

LAY-OFF means termination of service without fault on the part of the employee because of lack of work, lack of funds or other causes unrelated to the employee's job performance.

LIMITED TERM POSITION means a position which is allocated to a specific mission in a given period of time pursuant to a special program adopted by the Board of Supervisors.

MONTH means a calendar month.

MONTHLY SALARY means the amount of cash compensation for a full month of service. Monthly Salary is determined by multiplying the classification's Base Monthly Pay and the appropriate Index Rate and rounding up to the nearest whole dollar.

OVERTIME means work specifically authorized by the Department Head or designee as defined in Article 6..

PART-TIME EMPLOYEE means a regular employee who is regularly assigned to work a specific number of hours less than a normal full-time schedule.

PERFORMANCE IMPROVEMENT PLAN (PIP) means a written document to facilitate constructive discussion between an employee and his/her supervisor and to help clarify the work performance to be improved. It is implemented at the discretion of the supervisor.

PERMANENT POSITION means a position approved by the Board of Supervisors and included in the allocation schedule.

PERMANENT STATUS means an employee has completed a probationary period for a Yuba County position.

PROBATION means that period of paid time which is an extension of the examination process required before an employee gains permanent status.

PROBATIONARY EMPLOYEE means an employee who has been certified and appointed from an employment list, or has been reinstated after resignation, or has been transferred, promoted or demoted, but who has not completed a probationary period.

POSITION means a specific office, employment or job calling for the performance of certain duties and the carrying of certain responsibilities by an individual either on a full-time or part-time basis.

PROMOTION means the movement of an employee from one class to another class having a higher base rate of pay.

RANGE means a sequence of steps (refer to Longevity/Merit Index Table) used to identify the minimum, maximum and intermediate salary rates which may be paid to employees within a class.

REASSIGNMENT means the movement of an employee from one position to another position of the same classification within the same department.

REGULAR EMPLOYEE means an employee in the classified service who occupies a permanent position, whether limited term, part-time, or full-time.

SALARY ANNIVERSARY DATE (SAD) means the date on which an employee will receive his or her annual salary merit increase, normally the first day of the month following an employee's Service Computation Date.

SEPARATION means any termination of employment either voluntary or involuntary which may include death, discharge, lay-off, resignation, retirement or work completion.

SERVICE COMPUTATION DATE (SCD) means an employee's most current hire date, adjusted for any prior service with the County as a Regular Employee, and for any Leave taken Without Pay.

Employees hired on or after 7/1/13: Service Computation Date (SCD) means an employee's most current hire date, adjusted for any Leave taken Without Pay

TRANSFER means either:

- A. The movement of an employee from one position to another within the same class, but to another department: OR
- B. The change of an employee from one position to a position in another class with the same pay range.

WEEK means a period of seven consecutive days.

YUBA-SUTTER AREA means Yuba and Sutter Counties.

Section 1.03. General Provisions:

Section 1.04. Exercise of Power

Unless expressly otherwise provided, whenever a power is granted or a duty imposed upon an appointing authority, the power may be exercised or the duty performed by a deputy of the appointing authority or by a person authorized by him/her pursuant to law.

Section 1.05. Records and Reports

The Department Head or designee shall keep or cause to be kept accurate records of the application of the rules herein or hereafter adopted and shall report promptly to the Human Resources Director such information as the Human Resources Director may require, and all such reports shall be prepared in the manner and form prescribed by the Human Resources Director.

Section 1.06. Cooperation

All officers and employees of the County shall aid in all proper ways in carrying into effect the rules herein or hereafter adopted.

Section 1.07. Federal and State Law

These rules shall at all times be construed in a manner consistent with the provisions of any pertinent federal and state laws and regulations.

Section 1.08. Review of Personnel Files

Pursuant to Government Code, each employee is entitled to review his/her personal history file maintained in the department or in the Human Resources Department by following the procedure set forth by the Human Resources Director or the Department Head or designee. All employees are further entitled to view any material to be placed in said file.

ARTICLE 2 ADMINISTRATION

Section 2.01. Authority for Administration

The Human Resources Director shall be responsible for the administration of the rules except as otherwise specifically provided. S/he shall direct the enforcement of these policies established by the Board as amended, shall specify such administrative procedures, forms, records, reports and audits as s/he deems necessary for the proper administration of these rules. The Human Resources Director may assign to other county officers such details in connection with the administration of these rules as s/he deems proper and expedient.

Section 2.02. Delegation of Authority

The Human Resources Director may re-delegate to his/her subordinates any power duty or function which has been delegated to him/her by the Board unless by Board rule or express provision of law s/he is required to act personally.

Section 2.03. Management Rights

Management rights include but are not limited to the County's right to determine the mission of its constituent agencies, departments, commissions and boards; set standards of service provided by the County; determine the procedures and standards of selection for employment and promotion; direct its employees; take disciplinary action in accordance with applicable rules and regulations; layoff its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means and personnel by which government operations are to be conducted; determine the type of work assigned to job classifications; exercise complete control and discretion over its organization and the technology of performing its work; and take all necessary actions and carry out its mission in emergencies

ARTICLE 3 DELETED JANUARY 2015

The article formerly referenced as “Office Hours” was deleted from the MOU per mutual agreement.

ARTICLE 4 HOURS OF WORK

Section 4.01. Determination of Appointing Authority

The Department Head or designee shall determine the hours of work for each employee in accordance with the needs of the department.

Section 4.02. Hours of Work

- A. **40 Hour Work Period.** Except as may be otherwise provided, the official work week shall be 40 hours of work in any 7 consecutive calendar days. The work week schedule shall normally consist of 5 work days of 8 hours each, or 4 work days of 10 hours each, or alternate schedule as determined by the Board of Supervisors. However, the Department Head may establish work week schedules which differ from the normal schedule above, upon recommendation of the Human Resources Director and approval of the County Administrator. It shall be the duty of the Department Head to arrange the work of his/her department so that each employee therein shall work not more than 40 hours in any work week except that the Department Head may require any employee of his/her department to temporarily perform service in excess of 40 hours when public necessity or convenience so require.
- B. **12 Hour Shift Schedule.** Employees in the Sheriff's Department may be assigned a work schedule consisting of 3 12-hour shifts on, 3 days off, 3 12-hour shifts on, 1 8 hour shift on and 4 days off. Board approval is required. The County has the right to cancel the 12-hour shift schedule at any time, without reasons, provided employees are given at least 2 pay periods notice of the change.
- C. **Shift Rotation.** For the Sheriff's Department, the County and DSA agree the Sheriff shall have the discretion to rotate employee work schedules to provide 24 hour coverage provided s/he takes into consideration the affected employee's work schedule preference based on seniority in rank. The selection of shifts by employees shall take place prior to the posting of the February and August shift schedules. No employee shall work more than 2 6-month shift cycles on the same shift.
- D. **Alternate Work Schedule.** An alternate work schedule will be implemented in the Sheriff's Department, when feasible as determined by the Sheriff, for Jail Operations staff. The Sheriff's considerations for implementation and ongoing applicability of this item include but are not limited to necessary staffing, function of jail operations, and overall productivity.

Section 4.03. Duties Imposed on Officers and Employees to be Performed; Staggering Hours of Employment; Compensatory Time-Off

Nothing contained in this MOU shall prevent, relieve or otherwise excuse any county employee from the performance of any duty imposed upon him/her by law, the Yuba County Ordinance Code or any other ordinance of this County, or from the rendering of service at such times and places as are necessary in order to properly perform the functions of his/her office or employment. The Department Head or his/her designee may adjust the hours of employment of employees in such a manner as to enable the department offices to be open at all times required.

Section 4.04. Part-Time Employees

The hours of work, including authorized absences with pay, for all part-time employees shall be established by the Department Head with the prior approval of the Board, but shall be less than the hours of work established for full-time employees.

Section 4.05. Rest Periods

Subject to the discretion and control of the Department Head or his/her designee, all employees shall be allowed rest periods not to exceed 15 minutes during each 3 consecutive hours of work except where public safety and operational requirements do not permit, but the total number of rest periods in any one working day shall not exceed 2.

Rest periods shall be scheduled in accordance with the requirements of the department and shall be taken at such location as designated by the Department Head or his/her designee.

Section 4.06. Lunch

Except for emergency situations, all county employees shall be allowed a lunch period of not less than 30 minutes nor more than 1 hour which shall be scheduled generally in the middle of the work shift. The exact time and duration of such lunch period shall be within the discretion of the Department Head. Lunch periods shall not be counted as part of total hours worked except for those employees for whom lunch periods include the actual performance of assigned duties.

Section 4.07. Maximum Hours

No employee shall be required to work more than 16 consecutive hours. An employee who has worked for 16 consecutive hours shall not be recalled to work prior to the expiration of 8 hours following the termination of the consecutive 16 hour work period. This provision does not apply to sworn personnel in the Sheriff's Department.

Section 4.08. Job Sharing

- A. Any permanent full-time position may be shared by two employees with the approval of the employees involved, the Department Head or his/her designee, the Board of Supervisors, and the Human Resources Director.
- B. The work schedule for such employees shall be reduced to writing and may only be changed in the same manner as other work schedules in the department are altered from time to time. The two employees may agree to temporary adjustments with the approval of the Department Head or his/her designee and the Board of Supervisors.
- C. Employees in job sharing arrangements shall be entitled to all of the rights and benefits of regular part-time employees but may work no more than 30 hours per week.
- D. A participant in a job sharing arrangement may apply for appointment to a full-time position either in the same classification or, if qualified, in another classification when a vacancy occurs. Such applications shall be considered in the same manner as all other applications for transfer.
- E. Employees participating in the job sharing program may participate in the health plan by paying the full applicable premium which will be deducted from their payroll checks.
- F. If one of the participants of a job sharing arrangement terminates employment or is reassigned to another position, the Department Head shall first offer the remaining participant the right to return to full-time status before proceeding with the normal process to fill the vacancy as a regular part-time position.

ARTICLE 5 PAYMENT OF SALARY

Section 5.01. Payment

Except as otherwise provided by law, the compensation of all officers and employees of the county is determined pursuant to the provisions of the Procedures for Merit, and the Classification System - Basic Salary/Hourly Schedule, then in effect.

- A. Rules regarding processing of payroll shall be established by the Auditor/Controller.
- B. Personnel are paid monthly on the eighth day of the month unless such day falls on a holiday or weekend. Then such pay day shall be the previous working day. Pay periods close on the last working day of each month.
- C. The salary and leave accruals for part-time employees will be in proportion to the employees' scheduled working hours.
- D. Deductions for uncompensated periods of time during a pay period will be on the basis of the actual hours, or fraction of an hour worked, divided by the full-time number of working hours in that pay period.

Section 5.02. Salary Schedule for Categories of Employment

The salaries prescribed in the Classification System - Basic Salary/Hourly Schedule are fixed on the basis of full-time positions. The salary schedule for the respective categories of positions as set forth in the Classification System - Basic Salary/Hourly Schedule shall be interpreted, applied and computed as follows:

- A. **Full-time Regular Employees.** Service commencing on the first working day of a pay period and continuing for all working days of that pay period shall be deemed service for that pay period. Service terminating on the last day of a pay period but including all working days of that pay period shall be deemed service for the entire pay period. Full-time employees who commence work after the first day of a pay period, or from whom deductions are to be taken for leave of absence without pay, unearned vacation, unearned sick leave, or for other causes, shall be paid that portion of the salary for that pay period equal to the ratio of the days worked to the total working days in that pay period.
- B. **Part-time Employees.** Salaries of a part-time employee shall be based on the ratio that the actual number of hours of service bears to the number of hours of service required in full-time employment. That ratio shall be applied to the monthly salary for the class and index rate which such part-time employee is occupying. Deductions from salary for leaves of absence, unearned vacation, unearned sick leave, or for other causes shall be computed on the basis of the ratio of the number of hours of service, including holidays rendered by the part-time employee in the pay period to the number of hours of service required of such employee in that pay period and the ratio applied to the salary payable to such employee for that pay period.

Section 5.03. Separation Pay

When an employee separates from County service and the use of the regularly scheduled certification would create an inequitable delay, the Department Head may immediately file a special payroll certification of said separation with the Auditor. The Auditor may draft a warrant for the amount due such employee at the time of separation. Notice of such separation shall be filed immediately with the Human Resources Director.

Section 5.04. Fees, Commissions and Compensation

Except as otherwise provided by law, any fees, commissions and compensation (other than that allowed by any County officer, deputy, assistant or employee) earned by virtue of his/her office/position or by performance of any regularly assigned duty or function shall be deposited in the County treasury and upon receipt shall become the property of the County.

ARTICLE 6 OVERTIME AND CALLBACK

Section 6.01. Overtime

A. Overtime Work Defined

1. **40-Hour Work Period.** Overtime work shall be defined as all work specifically authorized by the Department Head or his/her designee that is performed in excess of 40 hours per week.

Time worked (as defined in this Article, Section 3 below) beyond the official 40 hour work week shall not be considered overtime unless it has been specifically ordered or authorized by the Department Head or his/her designee. In sudden emergency situations when prior authorization for overtime is not possible, the approval of the Department Head or his/her designee or the Board shall be sufficient.

Overtime earned shall be rounded up or down to the nearest quarter hour.

2. **12-Hour Shift.** For employees who are scheduled to work a 12-hour shift plan, overtime work shall be defined as all authorized work in excess of 80 hours in a 14 day work period, as provided by Section 207(k) of the Fair Labor Standards Act. Time worked beyond the official 80 hour, 14 day period shall not be considered overtime unless it has been specifically ordered or authorized by the Sheriff or his/her designee. In sudden emergency situations when prior authorization for overtime is not possible, the approval of the Sheriff or his/her designee shall be sufficient.
3. The following shall be counted as time worked for purposes of computing Overtime:
 - a. Actual hours worked
 - b. Sick Leave
 - c. Holidays (including Floating Holidays)
 - d. Compensatory Time Off (CTO)
 - e. Special provisions as described in this Article

Effective July 1, 2017, the following shall be counted as time worked for purposes of computing Overtime:

- a. Actual hours worked
- b. Holidays (including Floating Holidays)
- c. Compensatory Time Off (CTO)
- d. Special provisions as described in this Article

4. Time spent on paid vacation shall not be counted as time worked for purposes of computing overtime except:
 - a. When an employee is required to work overtime for an emergency situation after taking a scheduled vacation in that work week, that vacation time shall be counted as time worked for overtime purposes in that week.
 - b. When an employee is called off vacation for a County wide declared emergency resulting from a natural disaster.
 - c. When an employee is called in to work on a regular day off.

B. Application of Overtime

1. If, in the judgment of the Department Head or his/her designee, work beyond the official 40 hour work week (or 80 hour work period for those employees assigned to 12-hour shifts) is required, s/he may order such overtime work. This overtime work will be compensated for as provided in this section.
2. Time worked as overtime shall not be counted as service time for purposes of employee benefits, eligibility or accrual, early completion of probation period or for merit increases. CTO taken by an employee may be used as part of the established work week (or 14-day period for those employees assigned to 12-hour shifts) to earn employee benefits and to serve out probation and merit increase periods.
3. No permanent, probationary or limited term employee may be employed in one or more positions, full or part-time, more than a total of 40 hours per week (or 80 hours per 14 day work period for those employees assigned to 12-hour shifts), excepting authorized overtime, unless authorized by the Board of Supervisors. Nothing in this section is to preclude an employee from temporarily serving in another capacity in the event of an emergency, provided s/he has the approval of the Department Head or his/her designee.
4. At no time shall CTO carried by an employee be more than **150** hours unless otherwise indicated in this Article. When the CTO balance reaches the maximum and the department cannot let the employee off, the employee shall be paid at the hourly rate at which the employee is currently employed for all hours over the maximum.
5. Except as otherwise provided in this section, an employee who works compensable overtime shall be paid or given compensatory time off at the discretion of the Department Head for such compensable overtime at the rate equal to one and one-half (1½) times the hourly equivalent of such employee's current monthly salary.

Section 6.02. CallBack

A. Employees on CallBack

1. Employees eligible for overtime compensation who work on a regular day off, or who are called back to work after leaving their place of employment following the completion of their work shift, shall be credited with compensable overtime of 2 hours or the actual time worked, whichever is greater. Such overtime shall be computed for work performed from the time reporting at the place of work to the time of completion of the work at such place.
2. Sworn personnel in DSA who are subpoenaed to appear in court while on vacation, work on a day off or are called back to work following the completion of their regular shift, shall have those hours counted as callback and compensated at 1½ times regular pay.

Section 6.03. Holiday Pay

An employee who works on a holiday as defined in Article 10 of this MOU shall receive 8 hours pay for the holiday plus 1½ times the employee's regular rate of pay for all hours worked on that holiday.

Employees on an alternate schedule shall receive credit for 8 hours per holiday and will be required to flex or use a leave category to offset the difference between the 8 hour holiday and their normal schedule.

Section 6.04. Use of Compensatory Time Off

The Department Head or his/her designee shall determine the period when accrued CTO may be taken by each employee consistent with the needs of the department. The Department Head or his/her designee must give prior approval in writing before CTO may be granted.

If an employee is assigned to a 12-hour shift plan and required to work during his/her regularly scheduled time off, the Department Head or his/her designee may schedule time off during the next regularly scheduled shift to ensure the employee has adequate time to rest to avoid the possibility of fatigue. The period of time the Department Head or his/her designee may schedule the employee off shall not exceed the amount of time the employee was required to work during his/her scheduled time off.

Last Day of Work.

Employees who are terminating their employment for reasons other than County retirement (with no other employment) shall not use CTO as their termination date (e.g. requesting CTO to begin March 7 while actual termination date is March 13, etc.).

CTO Minimum Charge

CTO must be taken in at least one quarter (1/4) hour increments.

CTO Maximum Accrual

At no time shall compensatory time off (CTO) carried by an employee be more than **150** hours unless otherwise indicated in this article. When the CTO balance reaches the maximum and the department cannot let the employee off, the employee shall be paid for all hours over the maximum at the hourly rate at which the employee is currently employed.

Section 6.05. CTO Cash Compensation**Separation of Employment**

At the termination of employment, an employee who has not used all of the CTO accrued under the provisions of this Article shall receive cash compensation for all hours of CTO for which CTO has not been taken. Such cash compensation shall be paid at a rate equal to the hourly equivalent of such employee's salary at termination.

Departmental Transfer

Employees transferring between departments shall be paid for all CTO prior to going to the new department unless the appointing authority of the new department agrees to assume responsibility for payment of any accrued CTO.

ARTICLE 7 BENEFIT PROGRAMS

Section 7.01. General

The Board is responsible for the implementation and modification of the compensation and benefit program.

Section 7.02. Benefit Program Coverage

Except as otherwise specified herein, coverage under benefit programs for respective categories of employment shall be interpreted and applied as follows:

- A. **Full-Time Regular Employees.** This category of employment is entitled to full benefit program coverage provided by County employment except as herein provided.
- B. **Part-Time Employees.** This category of regular employment is entitled to coverage under the benefit program as specifically provided herein and under applicable laws or regulations. To be entitled to health plan coverage, employees in this category must work an average of 20 regularly scheduled hours per week.

Section 7.03. Medical Insurance

- A. **Health/Dental/Vision Insurance Coverage.** The County will maintain health insurance through the CalPERS Health Insurance Program and make available all plans for which employees are otherwise eligible to participate in as employees of the County. Dental/Vision plan options include a basic plan and a buy-up plan.
 - 1. The basic plan for determining the County's contributions shall be the CalPERS Choice PPO plan and Delta Dental Base Plan and MES Vision Plan.
 - 2. The County will pay 100% of the basic plan premium for Dental/Vision for the employee only and 90% of the basic plan premium for Health for the employee only.
 - 3. The County will pay 80% of the basic plan premium for Dental/Vision for the employee plus one dependent and the employee plus more than one dependent and 70% of the basic plan premium for Health for the employee plus one dependent and the employee plus more than one dependent.

The County agrees to continue the current level of coverage for the Health, Dental, and Vision Insurance for the term of this MOU. However, due to the continued rising cost of health care, the County must explore alternatives to our current plans and funding. Both parties agree to proactively review alternative options by continuing to be active in the health care committee.

- B. The DSA agrees to meet with the County and other County Recognized Employee Organizations to develop a "cafeteria benefit plan" intended to be a county-wide replacement for current health, dental and vision benefit contribution levels. If a successful plan design is developed and agreed to by the DSA and County, it will be implemented.

- C. **Opt Out Provision.** Eligible employees' may elect to "Opt Out" of the County provided health/dental/vision coverage and shall receive **\$250.00** per month.

Section 7.04. Affordable Care Act

At such time as regulations are issued implementing the Affordable Care Act, the County and DSA will meet and confer to review the impact of such regulations on the benefits plans then in force. If modifications to the benefits, eligibility for coverage, employer or employee contribution to the cost of insurance or any other provisions of the benefit plans covered by this MOU will be modified or impacted by the Affordable Care Act during the term of this Agreement, it is agreed that the County and DSA will reopen the contract to meet and confer and determine how such mandated changes will be implemented.

Section 7.05. Life Insurance

The County provides life insurance coverage of fifty thousand dollars (\$50,000) for employees represented by the DSA. Dependent life insurance shall be available to employees. Payment for dependent life insurance is the responsibility of the employee.

Section 7.06. Peace Officers Research Association of California (PORAC) Long Term Disability Plan

During the term of this Agreement, the County and DSA agree to discuss the impacts and the possibility of replacing the PORAC Long Term Disability Plan.

In addition, the County has offered DSA members the option to participate in California State Disability Insurance. The County and DSA agree to discuss this option.

ARTICLE 8 VACTION LEAVE WITH PAY

Section 8.01. General Policy

Vacation leave with pay shall be earned and accrued by regular employees based on the equivalent actual time worked, including authorized absence with pay.

Section 8.02. Time Vacation Leave Begins to Accrue

Each employee in a regular full-time position shall be eligible to receive 48 hours vacation leave after the completion of 6 months of service from the date of original appointment to a budgeted position and receipt of a satisfactory performance evaluation. Upon the completion of 1 year service from the original date of appointment and upon passing probation the employee shall be credited with an additional 48 hours vacation leave.

No vacation leave shall accrue or be available to the employee prior to the completion of the required 6 months and/or 1 year.

- A. **Date of Appointment.** For purposes of this section, Date of Appointment shall be the first day of the month following the month in which such employee begins work. However, if that new employee begins work within the first 3 working days of the month, then the Date of Appointment shall be the first of that month.
- B. **Accrual.** Vacation leave credit shall accrue on the first day of the month following the month when vacation leave credit is earned. No vacation leave shall be earned when an employee is on leave without pay for 1/2 of a working month or more. No credit shall be earned for less than a full final month's service when an employee terminates for any reason.

Section 8.03. Special Vacation Accrual

Sheriff's Department employees who use zero (0) hours of sick leave in a calendar year shall receive 1 additional vacation day.

Section 8.04. Rates of Accrual

After 1 year, each regular full-time employee shall accrue and receive vacation leave based on the following:

- A. **Schedule.** For all employees except as otherwise provided:

| <u>Length of Service</u> | <u>Number of Hours per Month</u> |
|---|----------------------------------|
| Through completion of 5 years | 8.00 hours |
| More than 5 through completion of 10 years | 10.75 hours |
| More than 10 through completion of 15 years | 12.00 hours |
| More than 15 through completion of 20 years | 13.50 hours |
| More than 20 years completed | 16.00 hours |

Section 8.05. Part-Time Employee

A part-time employee shall accrue vacation leave in the proportion that his/her regularly scheduled hours of service bear to regular full-time service. Such leave time shall be earned for each full calendar month of part-time service. Vacation credit shall accrue on the first day of the month following the month when vacation credit is earned and on the same basis as Section 4 of this Article.

Section 8.06. Maximum Accrual

- A. Vacation leave shall be accumulated to a maximum limit as indicated below:

| <u>Hire Date</u> | <u>Maximum Accrual</u> |
|------------------|------------------------|
| Before 7/1/86 | 2 years |
| After 7/1/86 | 350 hours |

- B. The Department Head or his/her designee and employee shall, while considering the needs of the department, schedule sufficient vacation to avoid the employee exceeding the maximum accrual by the end of the fiscal year. Should the employee fail to request time off, the Department Head or his/her designee may schedule the vacation to the extent necessary to ensure the employee does not exceed the maximum accrual. Any employee who, at the close of any fiscal year, has accumulated vacation leave in excess of the maximum accrual shall be paid for that amount in excess at the employee's current rate of pay.

Section 8.07. Use of Vacation Leave

- A. The Department Head or his/her designee shall determine the period when accrued vacation time may be taken by each employee consistent with the requirements of the department.
- B. **Last Day of Work.** Employees who are terminating their employment for reasons other than County retirement (with no other employment) shall not use vacation as their termination date (e.g. requesting vacation to begin March 7 while actual termination date is March 13, etc.).
- C. A person receiving pay in lieu of unused vacation may not be re-employed by the County in any other capacity until a number of working days equal to the number of days they were paid for vacation have elapsed following the effective date of separation.
- D. **Workers Compensation/Job Protected Leave/Disability Leave Exception:** An employee on Workers' Compensation or Job Protected leave or Disability leave may make an irrevocable choice before sick leave is exhausted not to use vacation hours to supplement disability benefits. However, should the employee make such irrevocable choice, s/he may not use vacation hours until s/he has returned to work full time for one (1) month, nor may s/he be eligible for donation of catastrophic leave. [Refer to Article 11 Leave of Absence Without Pay].

Section 8.08. Minimum Charge

In any use of vacation, the minimum charge to the employee's vacation account shall be one-quarter (1/4) hour, while additional actual absence over one-quarter (1/4) hour shall be charged to the nearest one quarter (1/4) hour and shall not exceed the employee's accrued vacation hours.

Section 8.09. Cash Compensation upon Termination

An employee whose employment is terminated for any reason shall be paid a sum equal to his accrued vacation leave. Such sum shall be computed on the basis of the hourly equivalent of the employee's monthly salary as of the date employment is terminated.

Section 8.10. Conversion to Deferred Compensation [to be deleted effective 6/30/19]

The parties agree to delete **Article 8 Section 8.10** Conversion of Deferred Compensation and that the provision in 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 does not apply to the DSA with the following one-time exception:

DSA Employees with accrued vacation balances of at least **240** hours may elect to convert up to **40** hours of vacation in **December 2018**, subject to the maximum allowed under the 457 Deferred Compensation program for that year, under the following terms:

1. Employee must notify his/her department head by **December 18, 2017**, in writing of his/her intent to convert vacation to deferred compensation the following year.
2. Employee's vacation balance is at least **240** hours at the time of request.
3. Conversion will be made at the rate of pay the employee is receiving at the time of conversion.

ARTICLE 9 SICK LEAVE WITH PAY

Section 9.01. General Policy

Sick leave with pay shall be earned by regular full, part-time, and limited term employees and may be used as herein provided.

Section 9.02. Definition

Sick leave means the necessary absence from duty of an employee because of:

- A. The employee's illness or injury.
- B. The employee's exposure to a contagious disease.
- C. Any medical treatment or recovery from such treatment prescribed by a licensed practitioner.
- D. **Bereavement.** In the case of the death of a person in the employee's immediate family, the employee may use up to 5 days of sick leave and any accumulated vacation leave for each occurrence.
- E. **Family Sick Leave.** An employee may use Family Sick Leave for the illness of a member of the employee's immediate family who requires the care and assistance of the employee. Up to 80 hours per calendar year of the employee's accumulated unused sick leave may be used for this purpose.

The Department Head or his/her designee shall approve any sick leave after having ascertained that the absence was for the reason authorized herein. However, the Department Head or his/her designee may require the employee to submit substantiating evidence including, but not limited to, a physician's certificate specifying the employee's limitations, medical necessity and/or the medical necessity of the employee's family member for assistance.

Section 9.03. Time Sick Leave Begins to Accrue

An employee shall not accrue sick leave with pay until the first day of the month following the month in which such employee begins work. However, if that employee begins work within the first 3 working days of the month, then they shall accrue sick leave from the beginning of that month.

Section 9.04. Rate of Accrual

- A. Sick leave privileges shall be accumulated to a **maximum of 1,200 hours** accrual except, employees may accrue sick leave without limit for the purposes of retirement credit only. This unlimited accrual shall not affect the sick leave payout.

B. Sick leave shall be earned as follows:

1. Each regular full-time employee shall accrue sick leave with pay at the rate of 8 hours per month except as follows: Employees who were appointed before September 1, 1977, shall accrue sick leave with pay at the rate of 10 hours per month.
2. A regular part-time employee shall accrue sick leave with pay in the proportion that his or her regularly scheduled hours of part-time service bear to regular full-time service.
3. Half of the sick leave accruals shall be earned when an employee is on leave without pay for half a working month or more or separates for any reason during the month.

Section 9.05. Usage

- A. In any instance involving use of a fraction of a day's sick leave, the minimum charge shall be one-quarter (1/4) hour and additional actual absence over one-quarter (1/4) hour sick leave shall be charged in quarter (1/4) hour increments.
- B. Sick leave usage and ability of an employee to return to work shall be determined by County rules, regulations, and procedures.
- C. Paid sick or disability leave time must be spent at home; hospitalized or at a doctor's office; purchasing medication or necessities of life; voting; in matters directly related to the death or serious illness of an immediate family member; or in transit to or from one of the above. Any deviation from these uses of paid sick or disability leave time when the employee is regularly scheduled to work must be authorized by the Department Head or his/her designee.
- D. Non-work time which comes between days or shifts of sick or disability leave time must be spent as directed by the employee's attending physician with the purpose of recovering from the illness or injury as quickly as possible for return to work.
- E. Employees injured or too ill to do their regular work assignment, but not sufficiently ill or injured to be confined to home or a hospital, are required to check with their Department Head, department manager, or supervisor regarding the availability of light or limited duty.
- F. Employees are to return to work as soon as they recover from an illness or injury, including the return to a shift or work day in progress.
- G. Sports and other non-County work activities are inappropriate and unacceptable for employees on paid sick or disability leave during scheduled work time from their County position.
- H. Employees too ill or injured to work are required to contact their department manager or supervisor before the beginning of their work shift or within the first hour of work, based on the specific departmental policy.

Section 9.06. Exclusions

No employee shall be entitled to sick leave while absent from duty on account of any of the following cases:

- A. Sickness or injury sustained while on leave of absence without pay.
- B. Sickness or injury purposely self-inflicted or caused by willful misconduct.
- C. Subsequent to a determination by the Public Employees' Retirement System (PERS) that a sickness or injury qualifies an employee for disability retirement.

Section 9.07. Proof Required

The Department Head or his/her designee shall approve sick leave only after having ascertained that the absence was for an authorized reason. The Department Head or his/her designee may require the employee to submit substantiating evidence including but not limited to a physician's certificate in accordance with Federal and State law. The request for substantiating evidence must be made either on or before the time the employee informs the department of his/her absence or prior to the employee's return to work. If the Department Head or his/her designee does not consider the evidence adequate, s/he shall disapprove the request for sick leave.

Section 9.08. Records

Sick leave balances shall be maintained by the Auditor through payroll records.

Section 9.09. Loss of Sick Leave

- A. Any employee whose continuity of employment is broken for any reason of this article shall lose his/her entitlement to any sick leave which has accrued but not used, unless reemployed with the County within 12 months of separation date.
- B. When an employee is re-employed from a re-employment list whose break in service resulted from lay-off, such employee shall be credited with any sick leave which s/he had accumulated prior to such break in service. In addition, the prior service of such employee shall also be counted for purposes of vacation entitlement.
- C. In the case of re-employment of an employee whose break in service resulted from disability retirement, such employee shall be credited with 75% of the sick leave which had accrued on the date of retirement unless paid out or converted in accordance with Section 9.10 and 9.12 of this Article.

Section 9.10. Payout of Sick Leave upon Separation from Employment

After 10 continuous years of permanent employment with the County, upon separation of employment by death or retirement in accordance with provisions of the Public Employees Retirement Law, as amended, or by resignation in good standing or layoff, an employee shall be paid a sum equal to 25% of his/her earned sick leave computed on the basis of the hourly equivalent to such employee's monthly salary as of the time of death, retirement, lay-off or resignation in good standing except for the following limitations:

Employees who are entitled to sick leave payout shall receive payout only up to the limits stated in Section 9.04 of this Article.

Section 9.11. Special Provision

Sheriff Department employees who use zero (0) hours of sick leave in a calendar year shall receive 1 additional vacation day.

Section 9.12. Sick Leave for Service Credit

The County contracted with CalPERS to provide Section 20965 Unused Sick Leave for both Miscellaneous and Safety Retirement Plan members. In accordance with provisions of the Public Employees' Retirement Law, as amended, employees retiring with the County may elect to:

- A. Convert all of their unused sick leave to service credit; OR
- B. Receive up to 25% of their unused sick leave as pay at their regular rate of pay in accordance with Section 9.10 of this Article and convert the remaining balance of unused sick leave to service credit.

ARTICLE 10 HOLIDAYS

Section 10.01. Coverage

All regular and probationary employees of the County shall be entitled to holidays with pay based on the equivalent actual time worked, including authorized absence with pay.

An employee who works on a holiday (as defined in this Agreement) shall receive eight hours pay for the holiday plus one and one half (1 ½) times the employee's regular rate of pay for all hours worked on that holiday. [Reference Section 6.03 Holiday Pay of this Agreement]

Section 10.02. Holidays

The following are declared holidays for all County departments and offices:

- 1st day of January (New Year's Day)
- 3rd Monday in January (Dr. Martin Luther King, Jr. Day)
- 3rd Monday in February (Presidents' Day)
- Last Monday in May (Memorial Day)
- 4th day of July (Independence Day)
- 1st Monday in September (Labor Day)
- 11th day of November (Veteran's Day)
- 4th Thursday in November (Thanksgiving Day) and the following day
- 24th day of December (Christmas Eve)
- 25th day of December (Christmas Day)

Any day designated as a holiday by proclamation of the Governor or the President of the United States, when affirmatively made a holiday by resolution by the Board.

For Employees whose basic work week is Monday – Friday and if the declared holiday falls on a weekend, the County will observe the declared holiday as follows:

Whenever a declared holiday falls on a Saturday, the preceding business day (usually Friday) shall be considered a County observed holiday.

Whenever a declared holiday falls on a Sunday, the following business day (usually Monday) shall be considered a County observed holiday.

For Employees whose basic work week is other than Monday through Friday, refer to Section 10.04.

Section 10.03. Floating Holidays

A. On January 1st of each year 2 floating holidays shall be granted each employee except as follows:

1. Employees who began work between March 1st and September 30th of any given year shall receive 1 floating holiday for that year.
2. Employees hired on or after October 1st will not receive any floating holidays for that year.
3. Part-time employees shall receive floating holidays in proportion to the relationship their basic work week bears to 40 hours.

- B. Subject to advance approval by the department, these holidays may be taken at any time during the calendar year but must be taken within the calendar year in which they are given. Floating holidays are to be taken 8 hours at a time and are not to be utilized on a partial basis except for employees on a 4/10 schedule who may use them in 2 hour increments to supplement their 8 hour holidays. Except as provided hereafter, if a request to use a holiday has been made and denied twice prior to September 30th, the employee shall be compensated at time and one-half for 8 hours for the holiday.
- C. Failure to take the floating holiday within the specified time shall result in the loss of any unused holidays at the end of the calendar year. Upon termination, no payout will be made for unused floating holidays unless the employee has attempted to take them and has been denied. Employees who are laid off shall receive pay for all unused floating holidays.

Section 10.04. Miscellaneous Provisions

- A. Whenever the declared holiday falls on a Sunday, the following business day shall be considered the declared holiday.
- B. Whenever the declared holiday falls on a Saturday, the preceding business day shall be considered a declared holiday.
- C. An employee whose regular days off are other than Saturday and Sunday shall, for purposes of this Section, consider his/her first day off as Saturday and the second day off as Sunday.
- D. An employee who works on either the County observed holiday or the declared holiday shall be entitled to overtime compensation for the hours actually worked. An employee who works on both the County observed holiday and the declared holiday shall select which day will be compensated as overtime. For example, if Independence Day falls on a Saturday, the County will observe the holiday on Friday, July 3rd. An employee that is scheduled to work on both Friday and Saturday will be compensated as overtime for either Friday July 3rd OR Saturday July 4th.
- E. An employee whose basic work week is other than Monday through Friday and whose regular day off falls on a declared holiday shall, at the discretion of the Department Head or his/her designee be entitled to:
 - 1. Equivalent compensated time off scheduled the working day preceding or following the declared holiday; OR
 - 2. Equivalent compensated time off scheduled within 60 days following the declared holiday; OR
 - 3. Pay for 8 hours work.

CTO due to any employee shall be equivalent to a maximum of 8 hours.

- F. A regular part-time employee shall be entitled to a holiday with pay only if:
1. For such holiday the employee would be scheduled to work; AND
 2. Such employee is in a paid status on the date immediately preceding or succeeding the holiday as defined in this Article. The employee shall receive the number of hours his/her schedule bears to the full time 40 hour per week employment.
- G. In order to be eligible for holiday pay, an employee must be at work or on paid leave on the regularly scheduled work day immediately preceding the holiday and the regularly scheduled work day immediately following the holiday. This does not affect employees whose work shift and regularly scheduled day off is before or after a holiday.

ARTICLE 11 LEAVE OF ABSENCE WITHOUT PAY

Section 11.01. Departmental Leave

The Department Head or his/her designee may authorize a departmental leave without pay for a regular employee for a period of time **not to exceed** 15 calendar days. An employee shall be authorized a departmental leave only after all accumulated vacation leave, floating holidays and CTO have been utilized by such employee. If such a departmental leave is requested because of illness or injury of an employee, such employee shall also utilize all accrued sick leave before taking such leave of absence. Except that employees on workers' compensation, job protected or disability leave, may make an irrevocable choice before they exhaust their sick leave not to use their vacation to supplement their disability benefits. However, should they do so, they may not use their vacation until they have returned to work full time for 1 month, nor may they be eligible for donation of catastrophic leave.

Section 11.02. Official Leave

An official leave of absence may be authorized for any regular employee for a period of time not to exceed 1 year. An official leave of absence may be authorized only after all accumulated vacation leave, floating holidays and CTO have been utilized by the employee. If such official leave of absence is requested because of illness or injury of an employee, the employee shall also utilize all accrued sick leave before taking such leave of absence. Except employees on workers' compensation, job protected or disability leave may make an irrevocable choice not to use their vacation to supplement their disability benefits. However, should they do so, they may not use their vacation until they have returned to work full time for 1 month, nor may they be eligible for donation of catastrophic leave.

- A. A request for an official leave of absence shall be made upon forms prescribed by the Human Resources Director and shall state specifically the reasons for the request, the date when it is desired to begin the leave of absence, and the probable date of return. The request shall normally be initiated by the employee, but may be initiated by the Department Head or his/her designee. In the event that an employee is physically incapacitated and, as a consequence, unable to request a leave of absence, his/her spouse or immediate next of kin may request such leave. The Department Head or his/her designee shall indicate on the request form his/her recommendation as to whether the request should be granted, modified, or denied and shall promptly transmit the request to the Human Resources Director. If the Human Resources Director concurs in the request, s/he shall deliver a copy to the Auditor. If the Human Resources Director does not concur in the request, the request for an official leave of absence will be forwarded for review to the Board. The Board shall determine whether the request shall be approved or denied. If the Human Resources Director concurs with the Department Head or his/her designee that the request be denied, it is denied. However, the employee may appeal the denial to the Board of Supervisors within ten (10) calendar days of the notice of the decision.
- B. An official leave of absence may be extended for an additional year provided that the request for the extension is processed in the same manner as the original request and is made at least ten (10) days prior to the end of the originally authorized leave.
- C. The Human Resources Director shall be promptly notified of the return of an employee from an official leave of absence.

- D. When a regular position is vacant due to an official leave of absence, the position may be filled for the length of that leave and any extension thereof. Any person filling such position shall be an extra-help or limited term employee.
- E. Failure of an employee to return upon termination of an authorized leave of absence shall be considered as an automatic resignation. Such resignation may be rescinded by the Department Head or his/her designee if the employee presents satisfactory reasons for the absence within 3 days of the date the resignation became effective.

Section 11.03. Leave without Pay: Vacation and/or Sick Leave Benefits

Any employee who is granted a leave of absence without pay under this Article shall not accrue any annual vacation or sick leave benefits during the period of such leave, but shall be entitled to maintain any hospitalization or life insurance program in effect provided that the cost of all such insurance shall be borne solely by the employee.

Section 11.04. Educational Leave

- A. Any employee with the approval of the Board may be granted educational leave of absence without pay for education or training.
- B. Any employee who is granted educational leave without pay shall not accrue any annual vacation or sick leave benefits during the period of such leave, but shall be entitled to the benefits of any hospitalization or life insurance program in effect provided that the cost of such insurance shall be borne solely by the employee.

Section 11.05. Absent without Leave (AWOL)/Tardy

- A. Employees are expected to report to work in sufficient time to begin work at their designated start time and to return to work promptly from their break and lunch periods.
- B. Should an employee be tardy without authorization, his/her time sheet shall reflect that s/he was AWOL for the amount of time s/he was tardy.
- C. It is understood that flexibility is in the interest of both the County and the employee. However, should the employee's position require prompt arrival or return to work, or the employee's tardiness becomes excessive or abusive, progressive discipline may be imposed.
- D. Employees determined to be AWOL will be charged Leave without Pay (LWOP) and will not be required to use vacation hours.
- E. Leave Without Pay will be charged in one-quarter (1/4) hour increments for any part of each one-quarter (1/4) hour an employee is AWOL.
- F. The employee's leave accruals shall not be charged due to tardiness unless requested by the employee and approved by the Department Head or his/her designee.

ARTICLE 12 ADMINISTRATIVE LEAVE

Section 12.01 Administrative Leave.

Any regular or probationary employee of the County may be granted administrative leave with pay by the Department Head or his/her designee for unexpected County declared emergencies or pending investigation of possible improper performance.

ARTICLE 13 LEAVE FOR WITNESS DUTY

Section 13.01. General Policy

An employee shall be allowed leave with pay in any case where such employee is required by law to appear as a witness in any judicial or administrative proceeding connected with or arising out of the performance of such employee's official duties as a County employee provided, however, that the payment shall be made for such leave only upon remittance to the County of all witness fees to which the employee is entitled by law.

Section 13.02. Payment of Traveling Expenses

In any case where an employee is required by law to appear as a witness in any judicial or administrative proceeding connected with or arising out of the performance of such employee's official duties as a county employee, such employee shall be reimbursed for all reasonable and necessary expenses incurred by such employee in making such appearance, including transportation, lodging and meals. However, in order to be entitled to such reimbursement, the employee must remit to the County any amount which the employee is entitled by law to receive as a witness including, but not limited to, any per diem or mileage allowance.

ARTICLE 14 LEAVE FOR JURY DUTY

Section 14.01. Time Off

An employee shall be allowed such time off with pay as required in connection with jury duty provided, however, that payment shall be made for such time off only upon remittance of full jury fees (not to include mileage), or upon submission of acceptable evidence that jury fees are waived.

- A. An employee shall notify his appointing authority immediately upon receiving notice of jury duty.
- B. An employee who uses vacation leave or compensatory time off while on jury duty shall not be required to remit or waive jury fees in order to receive his/her regular salary.
- C. The employee shall be required to return to work on any day s/he are excused from jury duty with over an hour remaining of the work day, or charge the remainder of the day to vacation.

ARTICLE 15 MILITARY LEAVE

Section 15.01. Military Leave

Section 15.01. Military Leave General Policy:

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.

If an employee feels they are entitled to a leave, the employee should contact Human Resources for the appropriate paperwork.

ARTICLE 16 DELETED JANUARY 2015

The article formerly referenced as “Provisions Governing Job Related Injuries & Leaves for Disability & Extended Illness” was deleted from the MOU per mutual agreement.

ARTICLE 17 ASSIGNMENTS REQUIRING UNIFORM CLOTHING

Section 17.01. Uniforms Required

When required for the convenience and benefit of the County, employees may be required to wear uniform clothing as specified by the Department Head or his/her designee.

Section 17.02. Maintenance Provisions

The Department Head or his/her designee may authorize the provision or partial provision for such clothing and the cleaning and maintenance of such clothing, or may authorize payment of a clothing allowance in lieu of such provisions.

Section 17.03. Uniform Allowance

A uniform allowance shall be granted to Sheriff Department personnel required to wear uniforms. New employees required to wear a uniform shall receive their first set of uniforms upon entering service. The department will determine what the uniform needs are and provide the first set at no cost to the employee. In the event that the Department Head or his/her designee approves a change in the uniform, the full cost of any new uniform shall be borne by the County.

Employees shall receive their uniform allowance on an annual basis. In order to receive said uniform allowance, a person must be employed on September 1st. New employees' uniform allowance shall be prorated monthly from the anniversary date of employment to September 1st each year. Any month in which more than 12 days on paid employment status have been completed shall be considered as a full month, and any month in which 12 days or less on paid employment status have been completed shall be disregarded for the purposes of prorating the uniform allowance. The uniform allowance will be payable on September 1st of each year allocated as follows:

| | |
|-------------------|-----------------------|
| Sworn: | \$880 annually |
| Non-Sworn: | \$660 annually |

Section 17.04. Safety Equipment

For designated employees, the County agrees to supply safety equipment to all new employees and to replace equipment as needed for current employees. While safety equipment is being defined in this agreement, the determination of appropriate safety equipment is made by the department head and may be changed as deemed necessary.

A. **Safety Equipment Items Defined.** For purposes of this section, the term "safety equipment" issued while assigned to the **Patrol Division of the Sheriff's Department** shall refer only to the following listed items:

1. Handgun
2. Holster
3. Gun Belt
4. Magazine Holder
5. Flashlight
6. Handcuffs

7. Handcuff Case
8. CPR Mask
9. Keeper Straps (4)
10. Glove Pouch
11. Rain Pants – Seasonal upon Request
12. Rain Jacket – Seasonal upon Request
13. Rain Boots – Seasonal upon Request
14. Badge
15. Vest
16. Radio and Associated Accessories
17. Baton with Case
18. Department Approved Chemical Agent with Case

B. For the purposes of this Section and when the employee is assigned to the **Correctional Division of the Sheriff's Department**, the term "safety equipment" shall refer only to the following listed items:

1. Handgun
2. Holster
3. Gun Belt
4. Keeper Straps (4)
5. Magazine Holder
6. Handcuffs
7. Handcuff Case
8. Badge
9. Flashlight
10. Radio and Associated Accessories
11. Department Approved Chemical Agent with Case
12. CPR Mask

C. **Safety Equipment Items Defined.** For purposes of this section, the term "safety equipment" issued while assigned to the **Special Investigation Unit of the Health and Human Services Department** shall refer only to the following listed items:

1. Handgun
2. Holster
3. Magazine Holder
4. Flashlight
5. Handcuffs
6. Handcuff Case
7. Badge
8. Body Armor Vest
9. Radio
10. Rapid Containment Baton and Holder
11. Department Approved Chemical Agent
12. Web Gear: belt, holster, magazine holder, radio holder, baton holder, handcuff case, flashlight holder and (4) keeper straps.

D. **Safety Equipment Items Defined.** For purposes of this section, the term "safety equipment" issued while assigned to the **District Attorney's Investigators Unit in the District Attorney's Department** shall refer only to the following listed items:

1. Glock 22C Handgun
2. Holster
3. Duty Belt
4. Handcuffs
5. Handcuff Case
6. Keepers (4)
7. OC Spray
8. OC Spray Holder
9. Flashlight
10. Flashlight Holder
11. Baton
12. Baton Holder
13. Magazines
14. Magazine Pouch
15. Portable Radio
16. Radio Holder
17. Digital Voice Recorder
18. Digital Camera
19. Smartphone
20. Plain Clothes Holster
21. Plain Clothes Magazine Pouch
22. Plain Clothes Cuff Pouch
23. Tactical Vest
24. Ballistic Vest
25. Marked Jacket

When reference is hereafter made to the County supplying safety equipment to eligible employees, it is intended that each eligible employee shall be provided with one of each of the items identified above unless otherwise specified.

E. The return, replacement, purchase and repair of safety equipment items is as follows:

1. Purchase or return of safety equipment.
 - a. An employee who terminates his/her employment for any reason who has been issued safety equipment by the County shall promptly return all such equipment to the County.
 - b. An employee who has been issued safety equipment by the County who is subsequently promoted, demoted or transferred to any position requiring less safety equipment shall promptly return to the County all safety equipment items not required of the new position.

2. Replacement of safety equipment items.

- a. Safety equipment shall be considered for replacement at any time that such equipment does not meet the standards specified by the Department Head or his/her designee and/or when the normal life expectancy of individual items has been reached. The life expectancy of new items for purposes of this section is set forth in the following table:

| <u>8 years</u> | |
|----------------|---------------------|
| Flashlight | Magazine Holder |
| Rain Jacket | Keeper straps |
| Holster | Long baton |
| Gun Belt | Chemical Agent Case |
| Glove Pouch | Rain Pants |
| Handcuff Case | Rain Boots |

- b. The County shall inspect safety equipment. At the time of the inspection, the Department Head or his/her designee shall determine the condition of the item and, based upon its condition, shall specify either that such equipment be replaced or repaired.

3. Damage to or loss of safety equipment items. Any employee who sustains a loss of or damage to the safety equipment items specified other than ordinary wear and tear shall immediately report such damage or loss to the Department Head or his/her designee.

- a. If a determination is made by the Department Head or his/her designee that the damage or loss resulted from carelessness or negligence on the part of the employee, the employee will be required to replace the item at his/her own expense.
- b. If a determination is made by the Department Head or his/her designee that the damage or loss did not result from carelessness or negligence on the part of the employee, such equipment shall be replaced at the County's expense.

ARTICLE 18 ASSIGNMENTS REQUIRING TRAVEL

Section 18.01. Travel Expenses

Whenever an employee is ordered or authorized to travel in the performance of his/her duties, s/he shall be compensated for the necessary travel expenses at actual cost including transportation, lodging and meals.

If during the term of this agreement, the Auditor Controller asks the Board to modify the Travel Policies and Procedures, Human Resources will notify the Union in writing of such proposed changes, and meet and confer in the event the Union requests to meet and confer in writing over the proposed changes.

Section 18.02. Travel Allowances

- A. **General Travel.** The Board shall fix maximum allowable travel expenses which shall apply uniformly to all employees.
- B. **Peace Officer Standards and Training (P.O.S.T.) Training.** When a Sheriff's Department employee attends P.O.S.T. out of town training, the County shall advance to the employee expenses estimated in accordance with P.O.S.T. reimbursement guidelines. Final adjustments shall be made upon return by the employee.

Section 18.03. Assignments Requiring Travel

- A. **Purpose.** This Article sets forth the minimum authorization requirements for driving a County-owned or privately-owned vehicle by employee or volunteer who is authorized to drive on County business and also sets forth standards of driving performance. These requirements and performance standards are necessary to reduce the County's risk liability to a minimum level.
- B. **The Department Head or his/her designee and Employee Responsibility.** Department Head or his/her designee may authorize driving privileges to an employee or volunteer who must drive a County-owned, a County-leased and/or a privately owned motor vehicle to perform his/her assigned functions, provided the employee meets the following requirements:
 - 1. Presents to the Department Head or his/her designee a valid California driver's license appropriate for the motor vehicle(s) the employee will be authorized to drive;
 - 2. Has no physical impairment(s) which precludes driving;
 - 3. Maintains a valid California driver's license;
 - 4. If requesting authorization to drive a private car then s/he must certify to having minimum liability insurance coverage as required by the financial responsibility law of the State Vehicle Code and has a current and valid vehicle registration.
- C. **Authorization Forms.** Driver authorization forms for both County and private cars shall be developed and revised as necessary by the County Human Resources Department. The Department Head or his/her designee shall use the appropriate form(s).

D. **Motor vehicle record check.** Motor vehicle record checks may be made by the County Human Resources Department with the cooperation of the California State Department of Motor Vehicles in the following instances:

1. New driver authorizations;
2. Renewals of driver authorizations;
3. Whenever deemed necessary by the Safety Board's Accident Review Committee and/or the Department Head or his/her designee.

All record checks shall be deemed confidential material.

E. **Cancellation.** An authorized driver's driving privilege shall be deemed to be automatically canceled if a motor vehicle record check on the employee or volunteer driver reveals that such driver has no license, or has a suspended or revoked license. The Department Head or his/her designee shall cancel a previously authorized driving privilege whenever an employee or volunteer retires, terminates, is discharged, or whenever the privilege is no longer necessary for job functions.

F. **Poor driving performance.** When an employee is required to drive in the performance of duty, his/her ability and willingness to drive safely is an important aspect of overall performance of duty. The failure of an employee to drive safely must be a matter of concern to the Department Head or his/her designee who will be expected to take all means available to identify a poor driver and to improve his/her performance or possibly to relieve the employee of that duty. Poor driving, as other poor performance, can be the basis for discipline pursuant to Article 25 of this MOU as well as other disciplinary and corrective measures. According to Article 25, discipline may include discharge, suspension, reduction in rank of compensation for disciplinary purposes, reprimand as well as other corrective measures. The Department Head or his/her designee shall monitor the accident reports of employees in order to control and minimize the risk liability to the County. To assist in the identification of poor drivers, the following may be considered:

1. **Repeated non-serious accidents.** These are instances where an authorized driver has a record of 3 or more on the job, non-serious, preventable vehicle accidents in the past 12 months, or 4 in 24 months. Non-serious, preventable accidents are accidents that do not result in injuries to persons nor is there damage to the property of any 1 person or the County that is more than \$250.
2. **Serious preventable vehicle accidents.** This is defined as any time an authorized driver has a preventable vehicle accident on the job resulting in injury or death, or damage to property of any 1 person or the County exceeding \$250.
3. **Willful misconduct or recklessness.** This is any occasion when the facts reported to the Department Head or his/her designee appear to show acts more serious than a simple failure to exercise due care.
4. **Citizen complaints.** Citizen complaints or complaints from other County employees against a County driver for alleged improper driving for whatever reason shall normally be validated and investigated by the County Human Resources Department. Findings shall be reported to the Department Head for action or disposition which is in accordance with this Article.

ARTICLE 19 LAW ENFORCEMENT EDUCATIONAL AND PEACE OFFICER STANDARDS AND TRAINING (P.O.S.T.) CERTIFICATE INCENTIVE PROGRAM

Section 19.01. General Policy

The Law Enforcement Educational and P.O.S.T. Incentive Program has the purpose of encouraging educational achievement to enhance law enforcement services and provide for employees who are better equipped to meet the needs of the residents of the County.

Section 19.02. Eligibility

All employees shall be eligible for the Education Incentive Program.

Section 19.03. Qualification Criteria

A. Educational Incentive

1. In order to qualify, an eligible applicant must have completed an Associate of Arts or Science degree OR a Bachelor of Arts or Science degree from an accredited college or university in 1 of the following major course areas: Psychology, Sociology, Business Administration, Public Administration, Social Science, Criminology, Police Science, Administration of Justice or Criminal Justice, and Information Technology.
2. Should a major not be stated on a transcript or diploma, the attainment of 18 units in only 1 of the above course areas shall be considered equivalent to a major in that area of study. Transcripts must be submitted to substantiate the 18 units.
3. Law enforcement educational or P.O.S.T. incentive will be credited in the first pay period reasonably available after submission of qualifying proof of formal education.

B. P.O.S.T. Incentive

1. In order to qualify, an eligible applicant must have completed an Intermediate P.O.S.T. Certificate or an Advanced P.O.S.T. Certificate.
2. P.O.S.T. incentive will be credited in the first pay period reasonably available after submission of qualifying proof of formal education.

Section 19.04. Procedures

- A. Forms and procedures to determine program eligibility and qualification shall be developed by the Human Resources Director based on the approved program. The Human Resources Director shall require that satisfactory proof of qualification be furnished by each eligible employee and that a copy of such proof be on file in the Human Resources Department.

- B. Employees who believe they meet the eligibility and qualifications criteria must file a request for determination of eligibility with the Human Resources Department. Once qualification has been determined according to the provisions included herein, no further filing is required unless there has been a change in the individual's qualification status or a break in service has occurred. Employees may only qualify on the basis of 1 certificate or 1 degree.

Section 19.05. Compensation

- A. **Monthly.** The Auditor shall pay to each eligible and qualified employee, based on proof of qualification furnished through the Human Resources Director an incentive of:

| <u>Degree</u> | <u>Compensation</u> |
|-------------------------------------|----------------------------------|
| Associates Degree in specified area | 2.5% of monthly base rate |
| Bachelor's Degree in specified area | 5% of monthly base rate |

This premium compensation will apply only to those designated positions/classifications and will be paid monthly as a flat rate dollar amount calculated by multiplying the base rate for that classification by **2.5%** or **5%**.

Monthly Compensation Rates Effective January 1, 2019:

| <u>Degree</u> | <u>Compensation</u> |
|--|----------------------------|
| Associates Degree in specified area | \$135 per month |
| Bachelor's Degree in specified area | \$270 per month |

OR

| <u>P.O.S.T Certificate</u> | <u>Rate</u> |
|-----------------------------------|---------------------------|
| Intermediate P.O.S.T. Certificate | \$ 75.00 per month |
| Advanced P.O.S.T. Certificate | \$125.00 per month |

- B. The total of the educational incentive shall not exceed the amounts above. The total of the P.O.S.T. Certificate incentive shall not exceed **\$125.00**. Employees who have both the Associate's Degree and Bachelor's Degree shall receive educational incentive for only the Bachelor's Degree. Employees who have both Intermediate and Advanced P.O.S.T. certificates shall receive incentive pay for only the Advanced certificate. Employees with both educational degree(s) and P.O.S.T. certificate(s) shall receive incentive pay for one or the other, upon election of the Employee, and not for both the degree(s) and certificate(s).

ARTICLE 20 DELETED JANUARY 2015

The article formerly referenced as “Injury & Illness Prevention Program” was deleted from the MOU per mutual agreement.

ARTICLE 21 BILINGUAL PAY

Section 21.01. Bilingual Pay

General Policy

The County has identified certain positions which require bilingual language skills. Positions approved for bilingual pay will generally be those rendering services linking the County with clients who are largely monolingual in a language other than English. Designated bilingual employees will be expected to continue to perform all other job duties required of them by their classification.

Qualification

To qualify for a bilingual position, employees must be State certified or pass a County qualifying language test in the relevant language at the option of the County.

Premium Compensation

Designated bilingual employees shall be paid a premium compensation in the amount of **\$100** per month for bilingual pay.

Bilingual pay will be payable at the full monthly rate in any month a designated bilingual employee is on paid status at least half of the month. If a designated bilingual employee is on unpaid status or has been placed on paid administrative leave for more than half of the month, the bilingual pay will be reduced by half. No bilingual pay will be paid in a month if an employee is on LWOP or paid administrative leave for the entire month.

Designated bilingual employees hired or assigned bilingual pay within the first 15 days of the month shall receive the full monthly rate for their first month of employment; those hired or assigned bilingual pay after the 15th of the month will receive half of the bilingual pay for their first month of employment.

Designated bilingual employees leaving County service during the first 15 days of the month will receive half of the bilingual pay for that month; those leaving service any time after the 15th of the month will be paid the full monthly rate.

ARTICLE 22 DELETED JANUARY 2015

The article formerly referenced as “Pre-Employment Medical Review Program” was deleted from the MOU per mutual agreement.

ARTICLE 23 SHERIFF'S DEPARTMENT SPECIAL COMPENSATION

Section 23.01. Resident Hill Deputy Assignment Pay

An employee who is assigned the duties of a Resident Hill Deputy shall be paid premium compensation on the condition that he/she reside in the Yuba County hill area. They shall be paid this compensation for each month they are assigned the duties of a Resident Hill Deputy. A Deputy Sheriff who is assigned to the Yuba County hill area shall be paid:

3% of monthly base rate

This premium compensation will be paid monthly as a flat rate dollar amount calculated by multiplying the base rate for that classification by 3%.

Effective January 1, 2019 a Deputy Sheriff who is assigned to the Yuba County hill area shall be paid: \$150 per month

Employees may be reassigned for a period of up to 90 consecutive days, during any 12 month period. They shall continue to receive Resident Hill Deputy Assignment Pay during this time, but shall not be entitled to any travel pay for this assignment. This assignment may not be grieved or appealed.

Section 23.02. Trainers Pay

Employees who are assigned by the Sheriff to a Jail Training Officer (JTO), Field Training Officer (FTO) or a Communications Training Officer (CTO) specialized unit of duty will receive premium compensation for all hours worked (including regular and overtime hours). The Sheriff shall evaluate individual training officer positions for the continuation of assignment. The Sheriff reserves the sole right to reassign personnel from training officer positions, with or without cause, based on the overall needs of the department. Such reassignments are not considered punitive in nature, and are considered a management prerogative and therefore not subject to the grievance procedures.

This premium compensation will apply only to those designated positions/classifications and will be paid monthly as a flat rate dollar amount calculated by multiplying the base rate for that classification by 5%. The positions/classifications for which this premium compensation applies are listed below:

| | |
|-------------------------------|---|
| JTO Corrections | Classification Pay (Jail Classification Officers) |
| FTO Patrol | Officers in Charge (OIC) |
| CTO Communications Dispatcher | |

Effective January 1, 2019 the following premium compensation monthly rates apply:

| Trainers Pay: | Premium Compensation Monthly Rate: |
|--|---|
| JTO Corrections: | \$250 |
| FTO Patrol: | \$250 |
| CTO Communications Dispatcher | \$240 |
| Classification Pay (Jail Classification Officers) | \$250 |
| Officers in Charge (OIC) | \$250 |

Officers in Charge (OIC) are appointed to supervise a shift for Jail and Patrol functions and shall receive compensation for the actual time the employee is performing duties as an OIC.

The Sheriff, in his/her sole discretion, may identify and limit the number of jail or patrol deputies who receive OIC or Classification pay.

Section 23.03. Specialty Assignment Incentive Pay

The County agrees to increase the monthly salary for each month an employee is assigned to the specialty assignment:

Detective Unit - Deputy Sheriff **5%** of monthly base rate
This premium compensation will be paid monthly as a flat rate dollar amount calculated by multiplying the base rate for that classification by 5%.

Detective Unit assignment shall include the responsibility to be on-call Personnel with on-call responsibility as part of their duties who receive a **5%** Detective premium pay shall not be eligible for the on-call pay defined in Article 6.

Effective January 1, 2019:

The monthly premium compensation will be **\$250** for each month an employee is assigned to the specialty assignment of Detective Unit – Deputy Sheriff.

Detective Unit assignment shall include the responsibility to be on-call Personnel with on-call responsibility as part of their duties who receive Detective premium pay shall not be eligible for the on-call pay defined in Article 6.

Section 23.04. Canine Unit

Employees who are assigned to the Canine Unit will be compensated for an additional 45 minutes per day as full and complete compensation for all time spent in the care, feeding, grooming and other needs of the dog during the employee's off duty hours. This time shall be paid at the rate of **\$15.00** per hour.

The routine reassignment by the Sheriff or his/her designee from a Canine assignment to a non-canine assignment shall not be considered as a demotion or loss of pay and shall not be subject to the grievance or appeal process unless presented as a punitive action.

Section 23.05. Shift Differential

Employees in the Sheriff's Department who are assigned to swing shift shall be paid an additional **\$5.00** per shift worked. Employees who are assigned to graveyard shift shall be paid an additional **\$8.00** per shift worked. In no case shall an employee receive both swing and graveyard differential pay for any one shift.

Employees who work a combined shift of swing and graveyard will be compensated for the shift in which the majority of hours are worked. If the hours are equal, the employee shall receive the higher compensation.

Shift differential shall not be included in the employee's base pay rate when computing overtime compensation, except where the FLSA so requires. Any employee, who is regularly assigned to either swing shift or graveyard shift who receives a shift differential and who does not report to work, shall not receive the shift differential.

- A. **Swing Shift Differential.** For purposes of this section, "swing shift" differential shall be defined as an assigned work shift of 7 or more consecutive hours which includes at least 4 hours of work between the hours of 4:00 p.m. and 12:00 a.m. (midnight).
- B. **Graveyard Shift Differential.** For purposes of this section, "graveyard shift" differential shall be defined as an assigned work shift of 7 or more consecutive hours which includes at least 4 hours of work between the hours of 12:00 a.m. (midnight) and 8:00 a.m.

Shift differential will be paid to employees assigned to swing and/or graveyard shifts only. Overtime which is worked as an extension of an assigned shift shall not qualify an employee for shift differential.

Section 23.06. Court Time

- A. The provisions of this section apply to time when an employee in the Sheriff's Department is required to work for the sole purpose of appearing in court during his/her regularly scheduled off duty hours in a duty-related capacity.
- B. An employee shall be credited with a minimum of 3 hours worked for any time required to appear in court during regularly scheduled off duty time or the actual hours of the appearance, whichever is longer.
- C. The provisions of this section are not applicable to employees who appear in court during regularly scheduled work hours or any hours immediately before or after regularly scheduled work hours where no break in time worked occurs.

ARTICLE 24 DELETED JANUARY 2015

The article formerly referenced as “Voluntary Time Off Program” was deleted from the MOU per mutual agreement.

ARTICLE 25 DISMISSAL, SUSPENSION, REPRIMAND, REDUCTION IN PAY, DEMOTION AND RIGHT OF APPEAL

Section 25.01. Regular Employees – Disciplinary Action and Notice

An employee may be reprimanded, suspended, reduced in pay, demoted or dismissed by the Department Head or his/her designee. The procedures outlined below shall be adhered to in all instances where said action(s) is/are contemplated:

- A. When an employee receives a formal written reprimand from an appointing authority, the employee has **10** work days after receipt of the letter to file a written or oral response to the letter. (Public safety officers have **30** days in accordance with Section 3306 of the Government Code.) The Department Head or his/her designee may then modify, amend, or revoke any part of the formal written reprimand. The employee's response will be considered by the Department Head or his/her designee. If it is demonstrated that any part of the formal written reprimand is inaccurate or not factually supported it will be modified, amended, or revoked. Unless revoked completely, the formal written reprimand as amended or modified by the Department Head or his/her designee along with any written response shall be placed in the employee's personal history file in the Human Resources Department. The written reprimand and response shall remain in the employee's personal history file for a period not to exceed 2 years from the date the final reprimand was issued.
- B. Prior to suspension, reduction in pay, demotion, or dismissal, the Department Head or his/her designee must contact and discuss such action with the Human Resources Director and County Counsel or their designees.
- C. After the discussion in subsection B above, an appointing authority who concludes that suspension of more than **5** work days, reduction in pay, demotion or dismissal is justified, shall notify the affected employee(s) in writing of the proposed action; the reasons therefore with a copy of charges and material on which it is based (except that the department may not use critical incident reports which are over 12 months old or involve behavior not referenced in a prior evaluation or a disciplinary action), and the right to respond to the Department Head or his/her designee. Said notice must be served on the employee at least **5** working days before the intended action.
- D. The employee shall be entitled to a meeting with the Department Head or his/her designee within **5** working days of notice of the proposed action to answer the charges; OR to present an answer in writing to the charges during the same period. If the employee and/or his/her representative are unreasonably unavailable during the disciplinary process, the employee may be placed on unpaid administrative leave. Subsequent to the meeting with or review of written material provided by the employee(s), the Department Head or his/her designee may:
 1. Carry out the disciplinary action by written order;
 2. Negate the intended action;
 3. Impose a lesser disciplinary action;

4. Notify employee of a greater disciplinary action intended within 5 calendar days before the intended action and a meeting/review of written material as set forth in subsection D above.
- E. For suspensions of 1 through 5 days, subsection C through E above may be administered after the beginning of the disciplinary action but no later than 7 calendar days after imposition of the disciplinary action.
- F. All written orders shall be served on the employee and a copy sent to the Human Resources Department. If personal service upon the employee is impossible, a copy of the order shall be sent by registered mail to the employee at his/her last known address.
- G. Management reserves the right to immediately suspend an employee for irrational or improper behavior prior to the written notice required in subsection C above with the reviews and notices required in the above subsections begin as soon as possible after the imposition of the suspension.

Section 25.02. Causes for Discipline

Each of the following constitutes cause for discipline of an employee or person whose name appears on any employment list:

- A. Fraud in securing appointment, including but not limited to falsification of application in securing appointment, and false information concerning professional licenses or certifications.
- B. Incompetency.
- C. Inefficiency.
- D. Inexcusable neglect of duty.
- E. Insubordination.
- F. Dishonesty.
- G. In possession of, or trafficking in, or under the influence of alcoholic beverages or illegal drugs while at work or on county property.
- H. Intemperance.
- I. Inexcusable absence without leave.
- J. Conviction of a felony or conviction of a misdemeanor involving moral turpitude.
- K. Discourteous treatment of the public or other employees.
- L. Political activity which is in violation of federal, state or local laws and regulations.
- M. Use of County property in violation of law or Board order.

- N. Violation of this MOU and any rule set forth in the Merit Resolution#2002-21, or as may be amended.
- O. Any other failure of good behavior or acts either during or outside of duty hours which are incompatible with or inimical to the public service.
- P. Refusal to take and subscribe to any oath or affirmation which is required by law in connection with employment.
- Q. Violation of any of the provisions set forth in the Merit Resolution #2002-21, Article 19, Prohibited Activities.
- R. Violation of The Employment of a Relative rule set forth in the Merit Resolution #2002-21 Article 3, Subsection 10.
- S. Violation of written County or departmental policies including but not limited to those relating to safety issues, harassment, discrimination and/or violence.
- T. Neglect or willful damage to public property or waste or public supplies or equipment.
- U. Failure or refusal to cooperate in an investigation being conducted by the County.

Section 25.03. Right of Appeal

- A. Any regular employee who is suspended, demoted or dismissed, except for dismissal or demotion of a probationary employee, may appeal from such order by filing notice of appeal with the County Human Resources Director within **5** working days after service on such employee of the order as herein above provided. Probationary employees shall have no right of appeal for dismissal or demotion except as contained in the County Merit Resolution #2002-21, Article 14 and the County Ordinance Code Section 3.10.100(ii). Within **15** days from the date of service of said order upon the employee, such employee shall file with the Human Resources Director an answer in writing to the charges set forth in the order of disciplinary action. The Human Resources Director shall review said order, notice of appeal, and answer and shall then discuss the disciplinary action and appeal with the employee and/or his/her representative and the Department Head or his/her designee in order to determine if a hearing is necessary.
- B. In the event an agreement regarding disposition of the matter cannot be reached within **15** days after filing of the answer to the charges, and upon the request of the employee, the Human Resources Director will contact the State of California, Office of Administrative Hearings to request the assignment of a Hearing Officer to hear the appeal. In the event the Office of Administrative Hearings cannot provide an Administrative Law Judge to preside over the hearing within **30** days from the date of the appeal, the Human Resources Director may obtain a list of 5 hearing officers submitted by the State Mediation and Conciliation Service and a Hearing Officer may be selected from said list by alternatively striking names until 1 name remains. The party to strike the first name shall be selected by lot. The parties may directly select a neutral third party to hear the matter and render a decision. The employee and/or his/her representative must agree within **10** days to a hearing date after contact by the Human Resources Director or the appeal will be considered to have been abandoned by the employee and

will not be scheduled. Said Hearing Officer will commence hearing the matter as soon as possible.

- C. If any employee alleges that the suspension, demotion, or dismissal resulted from discrimination based on race, color, religion, sex, handicap, medical condition, marital status, age, ancestry or national origin, an appeal will be heard on this issue only if the employee's allegation is supported by a written statement of grounds or reasons which are deemed by the Hearing Officer to be sufficiently clear and concrete to permit a hearing. The written statement of grounds must be served on County Counsel at least 2 days prior to the hearing. The burden of proof shall be on the complainant to show by a preponderance of evidence that an unlawful discriminatory action occurred.

Section 25.04. Hearing

The following rules shall apply to any Hearing conducted under the provisions of this section.

- A. The Hearing shall be public except that, if the employee requests that the matter be heard privately, it shall be so heard.
- B. Subpoenas and Subpoenas Duces Tecum may be issued in accordance with Section 11510 of the Government Code.
- C. The Hearing shall be conducted in accordance with Section 11513 of the Government Code.
- D. The provisions of Section 11507.6 of the Government Code shall apply to any hearing conducted pursuant to this section and shall provide the exclusive right to and method of discovery except that time limitations will be those established by the Hearing Officer. In those cases where the Board reheard the matter as provided by Section 5 of this Article, the Board shall establish such time limitations.
- E. All costs related to the Hearing directed to be incurred by the Hearing Officer and all fees of the Hearing Officer will be shared equally by the parties, except that,
1. In the event the employee is fully reinstated; OR
 2. The employee is in a position funded in whole or in part by the federal or state government which comes under Section 19800 of the Government Code of the State of California, such costs and fees will be borne by the County department imposing the discipline.

At the County's discretion, and when the employee is not represented by an association or legal defense fund, the employee's estimated share of the costs shall be deposited with the County prior to scheduling of the hearing. Should the costs exceed the estimate, the employee's salary may be subject to automatic withholding in an amount not to exceed 10% of gross pay per month until paid in full. The County will give no less than 2 weeks prior notice to the commencement of such withholding and employee will execute any and all documents reasonably requested by County to permit such withholding. Failure to execute such agreement will subject the employee to discipline. Other costs including attorney fees shall be borne by the party who incurs said costs.

Section 25.05. Decision

- A. The Hearing Officer shall within **15** working days after said hearing make a finding as to whether or not the employee was suspended, demoted, or dismissed for the reasonable cause set forth in the notice of disciplinary action and shall also make a recommendation as to the appropriate disposition of the case.

Written findings and recommendations shall be forwarded by the Hearing Officer to the Clerk of the Board of Supervisors, Human Resources Director, the Department Head, and the employee. These findings and recommendations must be placed on the agenda for presentation to the Board in accordance with standard agenda procedures at its first regular meeting after they have been received.

The Board will take the findings and recommendations of the Hearing Officer under advisement and will render a decision within **20** days after the presentation of said findings and recommendations to the Board. The Board may:

1. Follow the recommendation of the Hearing Officer; OR
2. Reinstatement the employee; OR
3. Order any disciplinary action which it judges to be appropriate based on the evidence; OR
4. Rehear the matter under the provisions of Section 25.04 of this Section.
5. In these cases, the Board's decision shall be final and binding on all parties.

- B. The procedures in this section shall be followed except as outlined below:

1. In cases where discrimination in suspension, demotion, or dismissal based on race, religion, color, sex, marital status, handicap, medical condition, age, ancestry, or national origin is alleged and proven, the Hearing Officer shall have the authority to reinstate the employee without prejudice where such decision is supported by the written findings of the Hearing Officer.
2. For employees in positions funded in whole or in part by the federal or state government which come under Section 19800 of the Government Code of the State of California, the decision of the Hearing Officer, in matters of demotion or dismissal, is final and binding upon all parties within the limits and the authority of Hearing Officers as may be found in relevant sections of this MOU.
3. The Hearing Officer shall have no power to alter, amend, change, add to or subtract from any ordinance, resolution, rule or regulation approved by the Board of Supervisors.
4. The Hearing Officer shall have no power to award punitive damages.
5. The Hearing Officer's findings and award shall be based solely on the evidence presented at the hearing.

6. The decision of the Hearing Officer, as outlined in subsections B.1 and B.2 above, shall not be subject to modifications by the Board of Supervisors and shall be implemented by Board order.

ARTICLE 26 EMPLOYEE PERFORMANCE APPRAISAL AND EVALUATION

Section 26.01. Purpose

Through the following written and oral review procedures, all aspects of regular employee work performance will be reviewed and assessed as a means of enhancing employees' career growth and development; identifying above and below satisfactory work performance; fostering employer-employee relations; providing a high level of service to the public and effectively utilizing human resources to carry out the public business.

Section 26.02. Procedures

- A. All regular employees, except as noted, shall receive at least an annual written performance appraisal and evaluation on forms prescribed and/or approved by the Human Resources Director.
- B. An employee who receives a rating of overall less than satisfactory and/or a recommendation for denial of his/her merit step increase will have included in their evaluation:
 - 1. A clear statement identifying specific problems with the employee's work performance which support the rating and/or merit increase denial;
 - 2. Factual evidence to support any identified statements of deficiency;
 - 3. Reference to any prior counseling regarding problems with the employee's performance;
 - 4. Constructive recommendations for improving or addressing performance deficiency;
 - 5. A suggested time frame for improvement.
- C. Outstanding performance shall be recognized as well as less than satisfactory performance.
- D. Each performance appraisal covering a particular time period shall document only that performance which actually occurred during the subject appraisal period.

Section 26.03. Review of Performance Appraisal

Each performance appraisal must be discussed with the employee prior to the Department Head or his/her designee's appraisal or prior to the time the appraisal is placed in the employee's central personnel file. Every employee has the right to meet with the Department Head or his/her designee concerning the results of the performance evaluation. Said review must follow the formal chain of command established for the department. Evaluations may not be appealed, however, should the employee not agree with an evaluation, after meeting with the Department Head or his/her designee, s/he shall have the right to file a written response within 30 days which shall be filed in his/her personnel file with the evaluation. The evaluation may be modified by or at the direction of the Department Head or his/her designee if s/he determines

that it is unsupported by factual data, evidence of prior counseling or it is determined that the evaluation is arbitrary or capricious.

Section 26.04. Withhold Merit Step Index Increase

For employees hired before July 1, 2013, Merit Step Index increases will occur automatically on the employee's SAD unless the Human Resources Department is notified at least **30** days in advance that the employee has received an evaluation that is less than Meets Standards and is on a Performance Improvement Plan (PIP). If a Merit increase is withheld due to a PIP, it will not be approved until the Department notifies the Human Resources Department that the employee's performance at least meets standards. Longevity Step Index increases will occur automatically on the employee's SAD.

For Employees hired on or after July 1, 2013 see Section 32.16.

[Reference Section 32.06 and 32.16 Salary Anniversary Date for Merit/Longevity Index Rate Adjustments of this Agreement]

ARTICLE 27 LAY-OFF AND REINSTATEMENT

Section 27.01. Lay-Offs

The Department Head or his/her designee may lay-off employees pursuant to this Article:

1. Whenever it becomes necessary because of lack of work or funds; OR
2. Whenever it is deemed advisable in the interests of economy to reduce the force in a department.

Section 27.02. Order of Lay-Offs

Employees shall be laid off in the following order:

- A. Lay-off shall be by department and class within the department except as otherwise noted herein.
- B. When it becomes necessary to reduce the force in any department, lay-off of regular employees shall be in the order in which their names appear on the Lay-Off List for the affected class, as prepared by the Human Resources Director, with those persons having the least seniority credit being first laid off.
- C. A designated position which requires special or unique knowledge or skills critical to the operation of County business which is in the same class as other positions within a department or office may be exempted from the provision in this Article when recommended by the Department Head or his/her designee and approved by the County Administrator.

Section 27.03. Lay-Off List Computation

When it becomes necessary to reduce the work force in any department, the Human Resources Director shall establish a lay-off list by department and class. Said lay-off list shall be based upon seniority as follows:

A. Seniority Defined

1. For each regular employee, except as modified in Section 27.02 of this Article, seniority will be measured from such employee's initial appointment to permanent county service. Seniority shall not be calculated nor included for any period during which the employee did not receive compensation. For any employee who is re-employed after permanent separation, seniority shall be measured from the date of his/her most recent appointment.
2. Regular employees who held seasonal or limited term status prior to permanent appointment shall receive seniority credit for said status only if the service was continuously compensated employment prior to a permanent position.
3. 1 point seniority credit shall be given for each full calendar month of service as specified in subsection A.1 and A.2 above or for any period of one half or more of a calendar month for the first or last months of employment. Except that

permanent part-time employees shall receive seniority credit on a proportionate basis to their monthly regular schedule services.

B. **Tie Breaking.** When 2 or more regular employees have the same total Lay-Off credit, the tie shall be broken and preference given in the following sequence:

1. Employees with the greatest seniority as reflected by the date of appointment as computed in subsection A of this Section.
2. Employees with the highest position on the employment list of permanent appointment to his/her present class.
3. Random drawing.

Section 27.04. Notice of Lay-Off

The Department Head or his/her designee shall provide written notice in person OR by certified mail, postage prepaid, return receipt requested and correctly addressed to the last known mailing address of the employee as found in the records of the Human Resources Department if personal service cannot be made, said notice shall be effective when mailed by ordinary mail to said address. Notice of Lay-Off shall be mailed or delivered to all regular employees affected by a layoff at least **15** days prior to the effective date of the action. Said notice shall include:

1. Reason for layoff.
2. Regulations pertaining to demotion and displacement in lieu of layoff.
3. Effective date of the action.
4. Conditions governing retention on and reinstatement from re-employment lists.
5. Rules regarding waiver of reinstatement and voluntary withdrawal from the re-employment list.
6. Lay-off list credit of the employees.

All employees not in regular positions shall be notified of appointment termination at least **48 hours** prior to the effective date of the action. An employee who is to be laid off may elect to accept such lay-off prior to the effective date thereof.

Section 27.05. Demotion and Displacement in Lieu of Lay-Off

- A. In lieu of being laid off, an employee may elect demotion and displacement in lieu of lay-off in the same department, to a class previously held by said employee with a lower salary range or to a lower class within a class series which the employee either holds or previously held a class. Class series means a class with the same title but different levels as identified as I, II, III, with a possible IV.
- B. Demotion and displacement rights to specified classifications shall be applicable only within the department and subject to lay-off list provisions in this Section based on seniority and ability.

- C. Notwithstanding subsection A and B above, employees who are transferred in accordance with the Merit Resolution #2002-21, Article 15, Section 2 and are subject to lay-off, should retain their rights to demotion and displacement in lieu of lay-off in the previous department or to whichever department the employee's previous position has been allocated to if the interdepartmental transfer was initiated by the County. Should an employee exercise their rights under this section, all conditions and provisions of these rules shall be applicable.
- D. To be considered for demotion and displacement in lieu of lay-off, an employee must notify the Human Resources Department in writing of this election no later than 5 calendar days after receiving the notice of lay-off. Regular employees shall have an additional 5 calendar days after each notification that lay-off credit is insufficient to allow displacement as computed in Section 27.03 of this Article. The Human Resources Director must be notified, in the time frame noted above, for a regular employee to elect to displace to the next lower class.
- E. The Department Head or his/her designee may request that the department be exempted from this section if s/he is able to demonstrate to the Board of Supervisors that this process would damage the overall efficiency and effectiveness of the department.

Section 27.06. Extra-Help Employment for Laid Off Employees

Should a regular employee be laid off from a classification and department which utilizes extra-help employees in that classification to maintain staffing levels or to perform special projects, the department shall offer available extra-help employment to the laid-off employee. Utilization of extra-help shall not supplant regular employees.

Section 27.07. Priority Consideration

An employee who has received formal notice of his/her separation from employment resulting from a pending layoff in accordance with Section 27.01 of this Article, may elect to have his/her name forwarded for Priority Consideration for any County vacancy for which s/he meets the Minimum Qualifications.

The names of qualifying employees will be sent to the department head of any department that has a vacancy as soon as possible, but no later than 5 working days after the Human Resources Department is notified by the department of the vacancy.

The department with the vacancy is not required to select anyone from the Priority Consideration list; however, the department head or designee is required to interview all employees whose names are submitted to him/her before making a final decision on filling the vacancy. If the department head would still prefer to consider applicants from a Merit List, s/he may do so without rejecting from consideration anyone on the lay-off list until a final selection is made for the vacant position.

Employees who want to participate in this program must submit a request in writing to the Human Resources Department and complete a current application (and resume if s/he wishes) with the position title left blank. The Human Resources Department will have the authority, only under this program, to copy the employee's application, fill in the position title, and forward it to the department head for consideration. The employee's right to participate in this program will terminate on the effective date/time of his/her lay-off and separation from County employment.

Employees who transfer to another department in accordance with this program are subject to the terms and conditions of a transfer as set forth in the Merit Resolution #2002-21, Article 14, Section 3 Probationary Period upon Promotion and Article 15 Transfers.

ARTICLE 28 SALARY

Section 28.01. Salary Adjustment

Salary increases will be implemented as follows:

Effective 12/1/2016 salaries for those positions represented by the DSA will increase by 1% of base salary. In addition to the 1% COLA the following equity adjustments will be made:

- 3% equity adjustment to the Deputy Sheriff and Deputy Sheriff Trainee classifications
- 2% equity adjustment to the Correctional Officer classification
- 1.5% equity adjustment to the Evidence Technician, Communications Dispatcher series, Welfare Fraud Investigator and District Attorney Investigator classifications

Section 28.02. Future Salary Adjustments

In addition to the above salary adjustments, the following adjustments will be implemented:

Effective 7/1/2017 salaries for those positions represented by the DSA will receive a 2% cost of living adjustment. In addition to the 2% COLA the following equity adjustments will be made:

- 2% equity adjustment to the Deputy Sheriff, Deputy Sheriff Trainee and the Correctional Officer classifications
- 3% equity adjustment to the District Attorney Investigator classification
- 2.5% equity adjustment to the Welfare Fraud Investigator classification
- 1% equity adjustment for the Evidence Technician and Communications Dispatcher series classifications

Effective 7/1/2018 salaries for those positions represented by the DSA will receive a 2% cost of living adjustment. In addition to the 2% COLA the following equity adjustments will be made:

- 2% equity adjustment to the Deputy Sheriff and Deputy Sheriff Trainee classifications
- 3% equity adjustment to the Correctional Officer and District Attorney Investigator classifications
- 2.5% equity adjustment to the Welfare Fraud Investigator classification

ARTICLE 29 RETIREMENT

Section 29.01. Retirement Formula

Retirement formula will be determined in accordance with Public Employment Retirement Law, the Public Employees Pension Reform Act of 2013 and this memorandum of understanding. Where conflicts arise the law will prevail.

Employees identified by CalPERS as **Classic Members**:

- The 2% @ 50 PERS Formula shall be provided for public Safety category employees.
- The 2% @ 55 PERS Formula shall be provided for Miscellaneous category employees.

Employees identified by CalPERS as **New Members**:

- The 2.7% @ 57 PERS Formula shall be provided for Public Safety category employees.
- The 2% @ 62 PERS Formula shall be provided for Miscellaneous category employees.

All other current retirement benefits in the existing contract between the County and PERS shall remain in effect.

Section 29.02. PERS Retirement Contribution

County Employer Contribution:

Safety:

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. Effective July 1, 2016 and continuing through the 2016/2017 fiscal year, the County shall contribute **25.759%** of PERSable payroll.

Misc:

For the 2016/2017 fiscal year, the total pension cost charged by CalPERS (County and employee contribution) for Misc Classic Members is **25.343%** of PERSable payroll. Effective July 1, 2016 and continuing through the 2016/2017 fiscal year, the County shall contribute **18.343%** of PERSable payroll.

Classic Members Employee Retirement Contribution:

Safety:

Employees identified by CalPERS as Safety Classic Members currently have an employee contribution of **9%**.

Misc:

Employees identified by CalPERS as Miscellaneous Classic Members currently have an employee contribution of **7%**.

PEPRA NEW Members Employee Retirement Contribution:

Employees identified by CalPERS as PEPRA New Members will have an employee contribution rate of at least 50 percent of the normal cost rate for the defined benefit plan, rounded to the nearest ¼ percent; adjusted periodically as determined by PERS.

The employee contribution in effect is:

10.000% for all PEPRA New Safety members.

6.250% for all PEPRA New Miscellaneous members.

Effective July 1, 2016, (FY 16/17):

The PEPRA New member employee contribution (as adjusted by CalPERS in accordance with Section Code 7522.30(b)) is:

10.750% for all PEPRA New Safety members.

6.250% for all PEPRA New Miscellaneous members.

Employee Sharing Additional Cost:

The County of Yuba and DSA have negotiated a contract which includes **Classic** employees paying a portion of the employer's share of pension cost beginning in the **2017/2018** Fiscal Year. This agreement will amend the County's Safety and MISC members contract to provide Section 20516 for Safety and MISC members in the DSA effective **July 1, 2017**. If the required CalPERS ballot initiative for the contract does not pass, DSA and the County agree to meet and confer to determine how to recover the savings lost from that agreement.

Effective July 1, 2017, or as soon thereafter as the CalPERS retirement contract can be amended, the CalPERS Employer Pension Contribution will be as follows:

- DSA Safety Classic Members agree to pay an additional **1.5%** toward the employer Contribution.
- DSA Misc Classic Members agree to pay an additional **.5%** toward the employer Contribution.

Effective July 1, 2018, or as soon thereafter as the CalPERS retirement contract can be amended, the CalPERS Employer Pension Contribution will be as follows:

- DSA Safety Classic Members agree to pay an additional **1.5%** toward the employer Contribution.
- DSA Misc Classic Members agree to pay an additional **.5%** toward the employer Contribution.

The CalPERS retirement contract amendment will result in the following changes to the employee contribution rate:

Effective July 1, 2017:

- DSA Safety Classic Members employee contribution **10.5%**.
- DSA Misc Classic Members employee contribution **7.5%**

Effective July 1, 2018:

- DSA Safety Classic Members employee contribution **12%**.
- DSA Misc Classic Members employee contribution **8%**.

Section 29.03. Pre-Retirement Option 2 Death Benefit

The County contracts with CalPERS to provide Section 21548 Pre-Retirement Option 2 Death Benefit for the MISC and Safety Retirement Plan members. This benefit provides that the spouse or domestic partner of a deceased member, who was eligible to retire for service at the time of death, may elect to receive the Pre-Retirement Option 2W Death Benefit which is the highest monthly allowance a member can leave a spouse or domestic partner in lieu of the lump sum Basic Death Benefit.

Section 29.04. Peace Officers Research Association of California (PORAC) Retiree Medical Reimbursement Trust

At the request of the DSA, once program implementation requirements are developed, discussed and approved by the County, employees may participate in the PORAC Retiree Medical Reimbursement Trust. It is understood by the County and the DSA, that the County will not make any monetary contributions to the trust on behalf of the County or an employee. The County's sole responsibility, if the program is approved by both parties to be implemented, is to transfer monetary contributions made by the employees through payroll deductions to the PORAC Retiree Medical Reimbursement Trust Administrator.

ARTICLE 30 AGENCY SHOP

A. **Scope of Coverage:**

The County of Yuba (hereinafter known as "the County") and the Yuba County Deputy Sheriffs' Association (hereinafter known as DSA) have entered into a Fair Share Fee Agreement (Agency Shop Agreement) for employees in bargaining unit 6 as authorized by Government Code 3500 and all appropriate subsections.

B. **DSA Responsibilities:**

DSA agrees that it has a duty to provide fair and nondiscriminatory representation to all employees in bargaining unit 6 who have elected by secret ballot in accordance with the law to apply this agency shop agreement regardless of whether or not they are members of the DSA.

C. **Employee Responsibilities:**

All employees in, and all employees subsequently hired, promoted, demoted or transferred into classifications in bargaining unit 6 shall, as a condition of employment, fulfill one of the following:

1. Become and remain a member of the DSA; or
2. Pay to DSA a fair share fee in an amount which does not exceed the amount which may be lawfully collected under applicable constitutional, statutory and case law, and which under no circumstances shall exceed the monthly dues, initiation fees and approved assessments made during the term of this MOU; or
3. Do both of the following:
 - a. Execute a written declaration to DSA with a copy to the Payroll Division of the Auditor/Controller, that the employee is a member of a bona fide religion, body or sect which has historically held a conscientious objection to joining or financially supporting any public employee organization as a condition of employment; and
 - b. Pay a sum equal to the dues, initiation fees and approved assessments to a nonreligious, non-labor, charitable fund exempt from taxation under Internal Revenue Service Code Section 501(c)(3), chosen by the employee from the following charities:
 - i. United Way
 - ii. To be determined by the employee and approved by the Association.

The employee shall have, on a monthly basis, a payroll deduction of Union dues, fair share fees or charitable contribution based upon the current dues, assessments and fees scheduled authorized by DSA.

D. **The County's Responsibilities:**

All dues, fees, assessments and fair share fees shall be remitted to DSA in a timely manner, normally within fifteen (15) days from the date that such monies are withheld from the employee's payroll. The employer shall also provide to DSA a monthly report of

those employees who have selected option C.3 above. Such report shall include the name of the employee, the amount deducted and the name of the organization to which such funds have been remitted.

E. Separation from Unit:

The provisions of this Agency Shop Agreement shall not apply during such period that an employee is separated from the representation unit but shall be reinstated upon the return of the employee to the representation unit. The term "separation" includes transfer, promotion, demotion, or reclassification out of the unit, lay-off, and leave of absence with duration of more than thirty (30) days.

F. Compliance:

An employee currently in a job classification represented by DSA shall be provided with an Employee Authorization for Payroll Deduction form by DSA. If the form authorizing payroll deduction for DSA dues, fair share fees, initiation fee, or charitable contribution is not returned to DSA within thirty (30) calendar days after notice of this fair share and initiation fee, DSA may, in writing, direct the County to withhold the fair share fee and the initiation fee from the employee's salary, in which case the employee's monthly salary shall be reduced by an amount equal to the fair share and initiation fees, and the County shall pay that same amount to DSA. All new employees shall be given an Employee Authorization for Payroll Deduction form during new employee orientation and requested to select one of the options. Should the new employee fail to complete the form during the orientation, the County shall inform DSA of the employee's name, classification and department. After a 30-day period, DSA will, in writing, direct the County to deduct the appropriate fair share fees and initiation fees. Such amounts shall then be withheld from the employee's monthly salary.

G. Forfeiture of Deductions:

If the balance of an employee's wages, after all other involuntary and insurance premium deductions are made in any one pay period, is not sufficient to pay deductions required by this Agency Shop Agreement, no such deduction shall be made for that period.

H. Hold Harmless:

In accordance with Government Code §3502.5(b), DSA agrees to indemnify and hold the County harmless from all claims, demands, suits or other forms of liability that may arise against the County for or on account of any deduction made from the wages of such employees pursuant to this agreement.

I. Reporting Requirements:

DSA shall comply with all applicable provisions of Government Code §3502.5(f) with regards to financial reporting.

Employees who fail to provide DSA with a correct mailing address or who fail to notify DSA of changes in their mailing address and who, because of such failure, do not receive any notice required by law shall be entitled to such notice only upon contacting DSA to request such notice.

J. Duration:

Notwithstanding the expiration of any agreement between the County and DSA, this Agency Shop Agreement shall continue in effect until rescinded as permitted by law.

ARTICLE 31 JOB PROTECTED LEAVES

Section 31.01. General Policy

The County provides the following job protected leaves: Family and Medical Leave Act (FMLA), California Family Rights Act (CFRA) and California Pregnancy Disability Leave (PDL) as mandated by Federal or State law. More information may be obtained through the following links:

- **Family Medical Leave Act (FMLA):**
<https://www.dol.gov/WHD/fmla/>
- **California Family Rights Act (CFRA):**

California Pregnancy Disability Leave (PDL)

<http://www.dfeh.ca.gov/resources/posters-and-brochures-and-fact-sheets/>

If an employee feels they are entitled to a leave, the employee should contact Human Resources for the appropriate paperwork. The leaves will run concurrently where applicable. The County utilizes the rolling 12 month period measured backward from the date an employee uses FMLA/CFRA leave.

All accrued or available leave time runs concurrently with job protected leave unless the employee elects the exception outlined in Article 11, Sections 11.01 and 11.02.

ARTICLE 32 MERIT PROCEDURES FOR MERIT / LONGEVITY / STEP INDEX

For employees hired on or before 6/30/2013 (employees hired after 6/30/13 see section 32.14 - 32.20):

Section 32.01. Salary Based upon Merit and Longevity

A regular employee's salary will be determined based upon successful job performance and years of loyal service to the County. Index Rates between 1.0000 and 1.2160 are defined as Merit. Longevity begins upon completion of the fifth year of service.

Section 32.02. Salary Determination or Adjustments

Unless specifically stated otherwise, employees hired prior to **July 1, 2013**, will have their salaries determined or adjusted by multiplying the Base Rate for their classifications, as specified on the Classification System - Basic Salary Schedule, by the Index Rate on the table below as determined by their Service Computation Dates (SCD), consistent with the applicable sections of this Article.

| MERIT STEP INDEX RATES: | |
|----------------------------|------------|
| Number of Years of Service | Index Rate |
| Less than 1 | 1.0000 |
| at least 1 | 1.0500 |
| " 2 | 1.1030 |
| " 3 | 1.1580 |
| " 4 | 1.2160 |
| 5 | 1.2160 |

| LONGEVITY STEP INDEX RATES: | |
|-----------------------------|------------|
| Number of Years of Service | Index Rate |
| 6 | 1.2300 |
| 7 | 1.2450 |
| 8 | 1.2600 |
| 9 | 1.2750 |
| 10 | 1.2900 |
| 11 | 1.3050 |
| 12 | 1.3200 |
| 13 | 1.3350 |
| 14 | 1.3500 |
| 15 | 1.3650 |
| 16 | 1.3800 |
| 17 | 1.3950 |
| 18 | 1.4100 |
| 19 | 1.4250 |
| 20 | 1.4400 |
| 21 | 1.4550 |
| 22 | 1.4700 |
| 23 | 1.4850 |
| 24 | 1.5000 |
| 25 | 1.5150 |
| 26 | 1.5300 |
| 27 | 1.5450 |
| 28 | 1.5600 |
| 29 | 1.5750 |
| 30 | 1.5900 |

Section 32.03 To Determine an Employee's Monthly Salary

- A. Determine the number of years of service an employee has completed based on the employee's Service Computation Date (SCD).
- B. Refer to the "Number of Years of Service" column. Go to the number of years of service the employee has completed and locate the "Index Rate" immediately to the right.
- C. Refer to the Classification System – Basic Salary Schedule and find the current title of the employee's position. Multiply the corresponding Index Rate by the Base Rate for the employee's classification.
- D. Round up to the nearest whole dollar.

Section 32.04. To Determine an Employee's Hourly Rate

- A. Determine the Monthly Salary from above.
- B. Take the Monthly Salary and multiply it by twelve months.
- C. Divide the total by 2,080 average work hours in a year.
- D. Use standard rounding to the nearest whole penny.

Section 32.05. Service Computation Date (SCD) and Index Rate Determination

A regular employee's Service Computation Date (SCD) determines his/her Index rate. The SCD is computed by adjusting the employee's current hire date for any prior service with the County as a regular employee, and for any Leave Without Pay (LWOP).

The employee's SCD does not affect or determine his/her probationary period or when s/he receives performance evaluations.

Section 32.06. Salary Anniversary Date (SAD) For Merit/Longevity Index Rate Adjustments

The employee's Salary Anniversary Date (SAD) will be the 1st day of the month following his/her SCD (instead of position date or hire date). However, if the SCD is within the 1st three calendar days of the month, the SAD will be the 1st day of that month in which the employee is hired.

Merit Step Index increases will occur automatically on the employee's SAD, unless the Human Resources Department is notified at least 30 days in advance that the employee has received an evaluation that is less than Meets Standards and is on a Performance Improvement Plan (PIP). If an increase is withheld due to a PIP, any further increase will not be approved until the Department notifies the Human Resources Department that the employee's performance at least meets standards.

Longevity Step Index increases will occur automatically on the employee's SAD.

Section 32.07. Prior Service

Prior service refers to the number of calendar days between a current employee or applicant's previous hire date and his/her previous termination date with the County of Yuba as a regular employee. If, when applying the employee's prior service credit on a calendar day basis, it results in a date which falls within the first three calendar days of the month, the employee will be given credit for that entire month. Should the application of prior service on a calendar day basis result in a date other than the first three calendar days, the employee's adjusted SCD will be the 1st day of the following month.

Section 32.08. Leave With Out Pay (LWOP)

LWOP will be computed in either one of two ways.

- A. **Effective January 1, 2004**, each accumulated eight hour increment of LWOP from work (i.e. excluding nonscheduled work days such as weekends) will reduce an employee's SCD by one day (i.e. move the SCD forward one day) or,
- B. **Prior to January 1, 2004**, the granting of any leave of absence without pay exceeding 15 calendar days shall cause the regular employee's salary anniversary date to be postponed (moved forward) a number of months equal to the nearest whole number of months for which the leave was taken. All such calculations shall be based on the number of calendar days of such leave.

Section 32.09. Advanced Index Rate Hires (external recruitments only)

When it is necessary to attract the best qualified applicants to a critical position or when an applicant's prior experience justifies, the Department Head is authorized to hire a new employee at an Index Rate equivalent to completion of up to two years of service (Index Rate 1.1030). At the request of the Department Head, the Board of Supervisors may approve the appointment of a new employee at an Index Rate equivalent to completion of up to four years of service (Index Rate 1.2160). The employee will be given a Temporary SCD adjusted to reflect completion of from one to four years of prior service. The employee's SCD will be temporarily adjusted to reflect the advanced Index Rate.

A regular employee who is granted an Advanced Index Rate will continue to receive annual Index Rate increases until the employee's Index Rate equals 1.2160 (equivalent to four years of service). At that point, the employee will not receive any Index Rate increases and the employee's salary Index Rate will be 'frozen' until the employee has completed six years of County service based upon the actual SCD.

Section 32.10. Promotions

When an employee is promoted to a classification represented by DSA with a higher Base Rate, the employee will have his/her salary adjusted by multiplying the Base Rate for the new classification as specified on the Classification System - Basic Salary Schedule by the Index Rate as determined by the Service Computation Date (SCD). However, if an employee was hired at an Advanced Index Rate and received a Temporary SCD, s/he will continue to receive annual Index Rate increases until the Temporary SCD equals completion of the equivalent of at least four years of service or an Index Rate of 1.2160. At that point, the employee will not receive any Index Rate increases and the employee's Index Rate will be 'frozen' until s/he is eligible to advance on the Merit/Longevity Step Index based upon actual SCD.

Section 32.11. "Y-rated" Salary

If a management directed action results in a regular employee being downgraded to a classification with a lower Base Rate, the employee's salary will be 'Y-rated' (frozen). The employee's salary will continue to be "Y-rated" until the salary, as defined in this Article is equal to or greater than the "Y-rated" salary. If an employee does not successfully pass a probationary period and is eligible to return to his/her former position, his/her salary will be computed as normally defined in this Article.

The term "management directed action" shall not include by definition or apply to layoffs or ADA accommodations.

Section 32.12. Salary Upon Transfer

When an employee transfers from one position to another within the County his/her salary shall be determined by multiplying the base salary of the classification to which s/he has transferred by the appropriate index rate consistent with the employee's SCD and other applicable sections of this Agreement.

Section 32.13. Salary Upon Reclassification

- A. **No Change:** When a reclassification results in no change to the base rate of the classification, there will be no change to the employee's salary.
- B. **Higher Class:** If a reclassification results in an employee's position being assigned to a classification having a higher base rate of pay, the employee's salary shall be determined consistent with Section 24.10.
- C. **Lower Class:** If a reclassification results in an employee's position being assigned a lower classification having a lower base rate of pay, the employee's salary shall be determined consistent with Section 24.10.

Procedures for Merit Increases for Employees Hired On or After 7/1/2013

Section 32.14. Salary based upon Merit:

A regular employee's salary will be determined based upon successful job performance and years of loyal service to the County. Salary will be determined or adjusted by multiplying the Base Rate for the classification, as specified on the Classification System - Basic Salary Schedule, by the Index Rate on the table below as determined by their Service Computation Date (SCD), consistent with the applicable sections of this Article.

| <u>Step</u> | <u>Number of Years of Service</u> | <u>Index Rate</u> |
|-------------|-----------------------------------|-------------------|
| 1 | Base | 1.00 |
| 2 | At least 1 | 1.05 |
| 3 | At least 2 | 1.10 |
| 4 | At least 3 | 1.15 |
| 5 | At least 4 | 1.20 |
| 6 | At least 5 | 1.25 |
| 7 | At least 6 | 1.30 |
| | | |
| L | At least 15 | 1.35 |

Section 32.15. Service Computation Date (SCD) and Index Rate Determination

A regular employee's Service Computation Date (SCD) determines his/her Index rate, unless specifically stated otherwise. The SCD is computed by adjusting the employee's current hire date by any Leave Without Pay (LWOP).

Section 32.16. Salary Anniversary Date (SAD) For Merit Index Rate Adjustments

The employee's Salary Anniversary Date (SAD) will be the 1st day of the month following his/her SCD, unless specifically stated otherwise. However, if the SCD is within the 1st three calendar days of the month, the SAD will be the 1st day of that month in which the employee is hired. Merit Step Index increases will occur on the employee's SAD, only when the Human Resources Department has received at least 30 days in advance, but no more than 60 days in advance, an evaluation that shows that the employee at least "meets standards." If the evaluation is not timely as per this section, the merit increase will fall on the 1st day of the month following a 30 day waiting period.

If the employee does not receive a satisfactory performance evaluation, the employee will be given a Performance Improvement Plan (PIP) detailing what is required for the employee to achieve at least satisfactory performance levels. Merit increases will be automatically withheld until such time the employee receives at least a "Meets Standards" performance evaluation. In this instance, the employee's Salary Anniversary Date (SAD) will be the 1st day of the month following said successful performance evaluation. However, if the successful performance evaluation is given on the 1st day of the month then the merit increase will be given in that same month.

Section 32.17. Leave With Out Pay (LWOP)

LWOP will be computed as follows: each accumulated eight hour increment of LWOP from work (i.e. excluding nonscheduled work days such as weekends) will reduce an employee's SCD by one day (i.e. move the SCD forward one day).

Section 32.18. Performance Based Merit Delay

Salary Anniversary Date (SAD) delays for receiving a less than a "meets standard" performance evaluation will be computed as follows: each month beyond the current SAD the employee does not have at least a "meets standards" performance evaluation will permanently reduce an employee's SAD by one month (i.e. move the SAD forward one month).

Section 32.19. Advanced Index Rate Hires (external recruitments only)

When it is necessary to attract the best qualified applicants to a critical position or when an applicant's prior experience justifies, the Department Head is authorized to hire a new employee at an Index Rate equivalent to the third step (Index Rate **1.10**). At the request of the Department Head, the Board of Supervisors may approve the appointment of a new employee at an Index Rate equivalent to the 7th step (Index Rate **1.30**).

Section 32.20. Longevity Increase

Upon an employee's fifteenth (15th) anniversary of employment with the County, as computed through the SAD process above, the employee will receive a longevity step increase to **1.35%** of base salary.

ARTICLE 33 TRAINING

Section 33.01. Investigator Training

Employees in the classifications of District Attorney Investigator and Welfare Fraud Investigator shall receive no less than twenty-four (24) hours of training every other year that is either POST certified or offered through the California DA Investigators Association, the California Welfare Fraud Investigators Association or the California Narcotics Officers Association.

ARTICLE 34 MISCELLANEOUS

During the term of this MOU, neither the Association nor its agents or any employee, for any reason, will authorize, institute, aid, condone or engage in a slowdown, work stoppage, strike, or any other interference with the work and statutory functions or obligations of the County. During the term of this MOU, neither the County nor its agents for any reason shall authorize, institute, aid or promote any lockout of employees covered by this MOU.

The Association agrees to notify all local officers and representatives of their obligation and responsibility for maintaining compliance with this Article, including their responsibility to remain at work during any interruption which may be caused or initiated by others, and to encourage employees violating this section to return to work.

The County may discharge or discipline any employee who violates this section and any employee who fails to carry out his responsibilities under this section.

Nothing contained herein shall preclude the County from obtaining judicial restraint and damages in the event of a violation of this Article.

All economic benefits and work practices which are not set forth in this MOU and are currently in effect shall continue and remain in effect for the term of this MOU.

Neither party shall be obligated to meet and confer with respect to any subject or matter not specifically reference in this MOU, even though such subjects may not have been with the knowledge or contemplation of either or both parties at the time they signed the MOU, unless required by state or federal law. Nothing herein shall preclude the parties from meeting or conferring by mutual consent.

If there should be a conflict between language in the County of Yuba Merit Resolution #2002-21 or subsequently adopted revisions and this MOU, this MOU shall prevail.

It is our sincere hope that this contract will provide the incentives for our highly trained and dedicated personnel to continue to protect and serve the citizens of Yuba County for years to come. Therefore, County representatives, and the designated representatives of the DSA, acting on behalf of its members, hereby confirm understanding on the above matters. This MOU shall become effective immediately when adopted into law by the Board of Supervisors and ratified by the Deputy Sheriff's Association (DSA) membership and shall remain in full force and effect to and including **June 30, 2019**.

Signed and agreed upon on _____ by the following parties:

THE COUNTY OF YUBA

Roger Abe
Chairman of the Board

Jill Abe
Human Resources Director

DEPUTY SHERIFF'S ASSOCIATION (DSA)

Jerry D. Parker
DSA President

Steve Allen
DSA Representative

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Commissioners
Eric Sklar, President
Saint Helena
Jacque Hostler-Carmesin, Vice President
McKinleyville
Anthony C. Williams, Member
Huntington Beach
Russell Burns, Member
Napa
Peter Silva, Member
Chula Vista

STATE OF CALIFORNIA
Edmund G. Brown Jr., Governor

Valerie Termini, Executive Director
1416 Ninth Street, Room 1320
Sacramento, CA 95814
(916) 653-4899
www.fgc.ca.gov

Fish and Game Commission



Wildlife Heritage and Conservation
Since 1870

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NOV 14 2016

Clerk/Board of Supervisors

**COPY OF REFERENCED
DOCUMENT ON FILE WITH
CLERK OF THE BOARD**

November 10, 2016

TO ALL AFFECTED AND INTERESTED PARTIES:

This is to provide you with a notice of availability of a document added to the rulemaking file to amend Section 670, Title 14, CCR, Re: Falconry regulations. The following document is being added to the rulemaking file:

- Amended Initial Statement of Reasons for Regulatory Action dated November 9, 2016.

In addition to this mailing, this document is available for public inspection between the hours of 8:00 am and 5:00 pm, Monday through Friday, at 1416 Ninth Street, Room 1320, Sacramento, CA or on our website (link provided below).

Written comments must be received in the Commission office by 12:00 pm on Friday, December 2, 2016. Interested persons may attend the December 8, 2016 hearing in the Hilton Garden Inn San Diego Mission Valley/Stadium, 3805 Murphy Canyon Road, San Diego, California, on Thursday December 8, 2016 at 8:00 a.m.; or as soon thereafter as the matter may be heard, and may present statements orally or in writing relevant to this amended ISOR, or the rulemaking in general.

Additional information and all associated documents may be found on the Fish and Game Commission website at <http://www.fgc.ca.gov/regulations/2016/index.aspx#670>.

Carie Battistone, Senior Environmental Scientist, Department of Fish and Wildlife, phone (916) 445-3615, has been designated to respond to questions on the substance of the proposed regulations.

Sincerely,


Jon D. Snellstrom

Associate Governmental Program Analyst

Attachment

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Commissioners
Eric Sklar, President
Saint Helena
Jacque Hostler-Carmesin, Vice President
McKinleyville
Anthony C. Williams, Member
Huntington Beach
Russell E. Burns, Member
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2

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NOV 18 2016

Clerk/Board of Supervisors

November 15, 2016

TO ALL AFFECTED AND INTERESTED PARTIES:

This is to provide you with a Notice of Final Consideration regarding the flat-tailed horned lizard which will be published in the California Regulatory Notice Register on November 18, 2016.

Sincerely,


Sheri Tiemann
Associate Governmental Program Analyst

Attachment

Commissioners

Eric Sklar, President

Saint Helena

Jacque Hostler-Carmesin, Vice President

McKinleyville

Anthony C. Williams, Member

Huntington Beach

Russell E. Burns, Member

Napa

Peter S. Silva, Member

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Fish and Game Commission



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CALIFORNIA FISH AND GAME COMMISSION NOTICE OF FINAL CONSIDERATION OF PETITION

NOTICE IS HEREBY GIVEN that, pursuant to the provisions of Fish and Game Code Section 2078, the California Fish and Game Commission (Commission), will consider potential listing of flat-tailed horned lizard (*Phrynosoma mcallii*) under the California Endangered Species Act at a hearing to be held on December 7-8, 2016, at 8:00 a.m., or as soon thereafter as the matter may be heard. The hearing is to be held at the Hilton Garden Inn San Diego Mission Valley/Stadium, 3805 Murphy Canyon Road, San Diego, California.

The full agenda, once published, and the video archive of previous meetings where actions were taken on flat-tailed horned lizard are available online at <http://www.fgc.ca.gov/meetings/>.

Pursuant to the provisions of Fish and Game Code sections 2075 and 2075.5, the Commission will consider the petition and all other information in the record before the Commission to determine whether listing flat-tailed horned lizard as an endangered species is warranted.

The petition, the California Department of Fish and Wildlife status review report, and other information in the record before the Commission are posted on the Commission website at <http://www.fgc.ca.gov/CESA/index.aspx#fthl>.

Fish and Game Commission

November 8, 2016

Valerie Termini
Executive Director

Commissioners
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3

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NOV 18 2016

Clerk/Board of Supervisors

November 18, 2016

This is to provide you with a copy of the notice of proposed regulatory action relative to Amending section 265, Title 14, California Code of Regulations, relating to use of dogs in pursuit and take of mammals, which is published in the California Regulatory Notice Register on November 18, 2016.

Please note the dates of the public hearings related to this matter and associated deadlines for receipt of written comments.

Additional information and all associated documents may be found on the Fish and Game Commission website at <http://www.fgc.ca.gov/regulations/2016/index.aspx>.

Craig Stowers, Environmental Program Manager, Department of Fish and Wildlife, phone (916) 445-3553, has been designated to respond to questions on the substance of the proposed regulations.

Sincerely,



Jon D. Snellstrom

Associate Governmental Program Analyst

Attachment

TITLE 14. Fish and Game Commission Notice of Proposed Changes in Regulations

NOTICE IS HEREBY GIVEN that the Fish and Game Commission (Commission), pursuant to the authority vested by Sections: 200, 202, 203, 3960, 3960.2 and 3960.4 of the Fish and Game Code and to implement, interpret or make specific Sections 3960, 3960.2 and 3960.4 of said Code, proposes to amend Section 265, Title 14, California Code of Regulations, relating to Use of Dogs for Pursuit/Take of Mammals or for Dog Training

Informative Digest/Policy Statement Overview – Inland Fisheries

In April 2016, the Fish and Game Commission adopted changes to Section 265, Title 14, California Code of Regulations authorizing the use of GPS collars and treeing switches for dogs aiding a hunter. The Public Interest Coalition filed a petition in Superior Court in Sacramento County (Case No. 34-2016-80002350) seeking a Writ of Mandate invalidating the Fish and Game Commission's action. That petition alleges that the Commission failed to comply with the procedural requirements of CEQA. The Commission has determined that further rulemaking may be necessary to resolve that litigation. The rulemaking and the related CEQA analysis will also help to further inform the Commission about the issues related to regulating the use of dogs as an aid in hunting and associated equipment for those dogs. The proposed amended language would be necessary for such purposes.

Amend Section 265, Title 14, CCR, by adding new subsections (d)(1) and (d)(2) to prohibit the use of treeing switches and GPS collar equipment for dogs used in the taking of mammals.

Benefits of the regulations

The regulation prohibits the use of treeing switches or GPS equipped collars on dogs used for the pursuit/take of mammals.

Consistency and Compatibility with State Regulations

The Fish and Game Commission, pursuant to Fish and Game Code Sections 200, 202 and 203, has the sole authority to regulate hunting in California. Commission staff has searched the California Code of Regulations and has found no other agency with the authority to regulate the use of dogs for hunting mammals. Therefore the Commission has determined that the proposed amendments are neither inconsistent nor incompatible with existing State regulations.

NOTICE IS GIVEN that any person interested may present statements, orally or in writing, relevant to this action at a hearing to be held in the Hilton Garden Inn San Diego Mission Valley/Stadium, 3805 Murphy Canyon Road, San Diego, California, on Thursday, December 8, 2016 at 8:00 a.m.; or as soon thereafter as the matter may be heard.

NOTICE IS ALSO GIVEN that any person interested may present statements, orally or in writing, relevant to this action at a hearing to be held in Santa Rosa, California, on February 8, 2017, at 8:00 a.m., or as soon thereafter as the matter may be heard (a specific location will be determined and provided to interested and affected parties). It is requested, but not required, that written comments be submitted on or before 5:00 p.m. on January 19, 2017 at the address given below, or by email to FGC@fgc.ca.gov. Written comments mailed, or emailed to the Commission office, must be received before 12:00 noon on February 3, 2017. All comments must be received no later than February 8,

2017, at the hearing in Santa Rosa, California. If you would like copies of any modifications to this proposal, please include your name and mailing address.

Availability of Documents

The Initial Statement of Reasons, text of the regulations, as well as all related documents upon which the proposal is based (rulemaking file), are on file and available for public review from the agency representative, Valerie Termini, Executive Director, Fish and Game Commission, 1416 Ninth Street, Box 944209, Sacramento, California 94244-2090, phone (916) 653-4899. Please direct requests for the above mentioned documents and inquiries concerning the regulatory process to Valerie Termini or Jon Snellstrom at the preceding address or phone number. **Craig Stowers, Environmental Program Manager, Department of Fish and Wildlife, phone (916) 445-3553**, has been designated to respond to questions on the substance of the proposed Use of Dogs for Pursuit regulations. Copies of the Notice of Proposed Action, the Initial Statement of Reasons, and the text of the regulation in underline and strikeout can be accessed through our website at <http://www.fgc.ca.gov>.

Availability of Modified Text

If the regulations adopted by the Commission differ from but are sufficiently related to the action proposed, they will be available to the public for at least 15 days prior to the date of adoption. Circumstances beyond the control of the Commission (e.g., timing of Federal regulation adoption, timing of resource data collection, timelines do not allow, etc.) or changes made to be responsive to public recommendation and comments during the regulatory process may preclude full compliance with the 15-day comment period, and the Commission will exercise its powers under Section 202 of the Fish and Game Code. Regulations adopted pursuant to this section are not subject to the time periods for adoption, amendment or repeal of regulations prescribed in Sections 11343.4, 11346.4 and 11346.8 of the Government Code. Any person interested may obtain a copy of said regulations prior to the date of adoption by contacting the agency representative named herein.

If the regulatory proposal is adopted, the final statement of reasons may be obtained from the address above when it has been received from the agency program staff.

Impact of Regulatory Action/Results of the Economic Impact Assessment

The potential for significant statewide adverse economic impacts that might result from the proposed regulatory action has been assessed, and the following initial determinations relative to the required statutory categories have been made:

- (a) Significant Statewide Adverse Economic Impact Directly Affecting Businesses, Including the Ability of California Businesses to Compete with Businesses in Other States:

The proposed action will not have a significant statewide adverse economic impact directly affecting business, including the ability of California businesses to compete with businesses in other states. The proposed regulations will affect a limited number of hunters who pursue mammals with dogs. These hunters may still use other, non-GPS radio collar technology to track and retrieve dogs during the hunt.

- (b) Impact on the Creation or Elimination of Jobs Within the State, the Creation of New Businesses or the Elimination of Existing Businesses, or the Expansion of Businesses in California; Benefits of the Regulation to the Health and Welfare of California Residents, Worker Safety, and the State's Environment:

The proposed action will not have significant impacts on the creation or elimination of jobs within the state, the creation of new businesses or the elimination of existing businesses, or the expansion of businesses in California. Sales of GPS collars are not anticipated to decrease as a result of the proposed regulation because GPS collars can still be used by dog owners in a wide variety of applications other than hunting. The Commission does not anticipate benefits to the health and welfare of California Residents, benefits to worker safety, nor to the State's environment.

(c) **Cost Impacts on Representative Private Persons/Business:**

The Commission is not aware of any cost impacts that a representative private person or business would necessarily incur in reasonable compliance with the proposed action.

(d) **Costs or Savings to State Agencies or Costs/Savings in Federal Funding to the State:** None.

(e) **Other Nondiscretionary Costs/Savings to Local Agencies:** None.

(f) **Programs Mandated on Local Agencies or School Districts:** None.

(g) **Costs Imposed on Any Local Agency or School District that is Required to be Reimbursed under Part 7 (commencing with Section 17500) of Division 4:** None.

(h) **Effect on Housing Costs:** None.

Effect on Small Business

It has been determined that the adoption of these regulations may affect small business. The Commission has drafted the regulations in Plain English pursuant to Government Code Sections 11342.580 and 11346.2(a)(1).

Consideration of Alternatives

The Commission must determine that no reasonable alternative considered by the Commission, or that has otherwise been identified and brought to the attention of the Commission, would be more effective in carrying out the purpose for which the action is proposed, would be as effective and less burdensome to affected private persons than the proposed action, or would be more cost effective to affected private persons and equally effective in implementing the statutory policy or other provision of law.

FISH AND GAME COMMISSION

Valerie Termini
Executive Director

Dated: November 1, 2016



State of California – Natural Resources Agency
DEPARTMENT OF FISH AND WILDLIFE
Wildlife Branch
1812 Ninth Street
Sacramento, CA 95811
(916)445-3406

EDMUND G. BROWN
CHARLTON H.

528-1216
(528-1216) Notice... - 1 of 4

RECEIVED

December 2, 2016

Yuba County Board of Supervisors
915 8TH Street Suite 109
Marysville, CA 95901

Clerk/Board of Supervisors

Dear Supervisors:

This is to inform you of the Department of Fish and Wildlife's intent to recommend to the Fish and Game Commission the following 2017-18 deer hunt(s):

- G-19 Sutter-Yuba Wildlife Areas Either-Sex Deer Hunt
- J-8 Daugherty Hill Wildlife Area Apprentice Either-Sex Deer Hunt
- J-16 Bucks Mountain-Nevada City Apprentice Either-Sex Deer Hunt
- J-17 Blue Canyon Apprentice Either-Sex Deer Hunt

The 2016 tag quota for the subject hunt(s) were as follows: G-19 = 25; J-8 = 15; J-16 = 75; J-17 = 25. The recommendation for the attached proposal(s) will be formally received by the Commission at its December 8, 2016 meeting. Please note that the recommendation(s) do not identify a specific tag quota but rather a range of tags at this time. A final recommendation (within this range of tags) based on herd performance and harvest results will be provided to the Fish and Game Commission for adoption at its April, 2017 meeting.

Pursuant to sections 458 and 459 of the Fish and Game Code, you are hereby notified of the Department's recommendation affecting your county. In order to object or modify the proposal, the Board of Supervisors must accept public testimony or other information at a public hearing prior to February 1 to assist in the decision making process. Any objections or recommendations for change must be by resolution and received in writing by the Department no later than January 31. Any objections or recommendations for change received after this date will not be considered. If the Board does not wish to exercise this veto authority, it is not necessary to hold a public hearing in consideration of this matter. If no response is received by this date, the Department will consider the proposal approved and proceed with the regulatory process to implement the hunt.

Attached is the proposed regulatory language for above described hunt(s). If you have any questions regarding this recommendation, please Rhonda Paiste at (916) 445-3563 or at the letterhead address above. Comments and recommendations related to the proposal(s) may be provided to the Fish and Game Commission at 1416 Ninth Street, Sacramento, California 95814.

We look forward to your cooperation in managing our deer resources.

Sincerely,

Rick Mayfield, Acting Chief
Wildlife Branch

Conserving California's Wildlife Since 1870

Attachment(s)

cc: Fish and Game Commission
Sacramento, California

ec: Tina Bartlett, Regional Manager
Department of Fish and Wildlife
Rancho Cordova, California

§360. Deer.

Except as otherwise provided in this Title 14, deer may be taken only as follows:

(c) Additional Hunts

(11) G-19 (Sutter-Yuba Wildlife Areas Either-Sex Deer Hunt).

(A) Area: Those portions of Yuba and Sutter counties within the exterior boundaries of: (1) the Feather River Wildlife Area, and (2) the Sutter Bypass Wildlife Area (as defined in Section 551, Title 14, CCR).

(B) Season: The season for additional hunt G-19 (Sutter-Yuba Wildlife Areas Either-Sex Deer Hunt) shall open on the fourth Saturday in September and extend through December 31.

(C) Bag and Possession Limit: One either-sex deer (see subsection 351(c)) per tag.

(D) Number of Tags: 0-50.

(E) Special Conditions: Only archery equipment and crossbows (as specified in Section 354) and shotguns and ammunition (as specified in Section 353) may be used.

§360. Deer.

Except as otherwise provided in this Title 14, deer may be taken only as follows:

(c) Additional Hunts

(30) J-8 (Daugherty Hill Wildlife Area Apprentice Either-Sex Deer Hunt).

(A) Area: That portion of Yuba County within the exterior boundaries of the Daugherty Hill Wildlife Area (as defined in Section 551, Title 14, CCR).

(B) Season: The season for additional hunt J-8 (Daugherty Hill Wildlife Area Apprentice Either-Sex Deer Hunt) shall open on the first Saturday in December and extend through December 31.

(C) Bag and Possession Limit: One either-sex deer (see subsection 351(c)) per tag.

(D) Number of Tags: 0-20.

(E) Special Conditions:

1. Only junior license holders shall apply (see subsection 708.2).
2. Tagholders shall be accompanied by an adult chaperon 18 years of age or older while hunting.

§360. Deer.

Except as otherwise provided in this Title 14, deer may be taken only as follows:

(c) Additional Hunts

(38) J-16 (Bucks Mountain-Nevada City Apprentice Either-Sex Deer Hunt).

(A) Area: Excluding Butte, Colusa and Glenn Counties, in those portions of Nevada, Placer, Plumas, Sierra, Sutter and Yuba Counties within the area described as zone D-3 (see subsection 360(a)(4)(A)1).

(B) Season: The season for additional hunt J-16 (Bucks Mountain-Nevada City Apprentice Either-Sex Deer Hunt) shall be concurrent with the zone D-3 general season as defined in subsection 360(a)(4)(B).

(C) Bag and Possession Limit: One either-sex deer (see subsection 351(c)) per tag.

(D) Number of Tags: 0-75.

(E) Special Conditions:

1. Only junior license holders shall apply (see subsection 708.2).

2. Tagholders shall be accompanied by an adult chaperon 18 years of age or older while hunting.

§360. Deer.

Except as otherwise provided in this Title 14, deer may be taken only as follows:

(c) Additional Hunts

(39) J-17 (Blue Canyon Apprentice Either-Sex Deer Hunt).

(A) Area: Excluding Colusa County, in those portions of Nevada, Placer, Sacramento, Sutter, Yolo and Yuba Counties within the area described as zone D-4 (see subsection 360(a)(4)(A)2).

(B) Season: The season for additional hunt J-17 (Blue Canyon Apprentice Either-Sex Deer Hunt) shall be concurrent with the zone D-4 general season as defined in subsection 360(a)(4)(B).

(C) Bag and Possession Limit: One either-sex deer (see subsection 351(c)) per tag.

(D) Number of Tags: 0-25.

(E) Special Conditions:

1. Only junior license holders shall apply (see subsection 708.2).

2. Tagholders shall be accompanied by an adult chaperon 18 years of age or older while hunting.

RECEIVED

NOV 21 2016

AGENDA

Public Meeting

Central Valley Regional
Water Quality Control Board

Clerk/Board of Supervisors



529-1216
(529-1216) Agend... - 1 of 8

Monday December 5, 2016 – 9:00 a.m.
Tuesday, December 6, 2016 – 9:00 a.m.
11020 Sun Center Drive, Suite 200
Rancho Cordova, CA 95670

THIS MEETING WILL BE WEBCAST

The Central Valley Board strives to conduct accessible, orderly, and fair meetings. The Board abides by the following rules when conducting its meetings:

- No person is required to register their name or provide other information to the Board in order to attend a Board meeting. Completing an attendance card is voluntary, unless you wish to testify before the Board.
- Anyone speaking to the Board will be requested to complete an attendance card.
- Anyone testifying in permit and enforcement actions will be required to complete an attendance card and affirm that any testimony that they provide is the truth by taking an oath.
- Items on this Agenda are numbered for identification purposes only; the Board may consider these items out of their listed order.
- Any item scheduled for the first day of a multi-day Board meeting may be delayed or continued to the next day, and items may also be moved from the second day to the first day. The Board may remove items from this Agenda without prior notice.
- If the Board lacks a quorum, the Board may conduct a hearing as a Panel Hearing. However, the Board will not take final action on such an item until a quorum of the Board is present.

Copies of the items to be considered by the Central Valley Water Board are posted on the Board's website at:
http://www.waterboards.ca.gov/centralvalley/board_decisions/tentative_orders/

Board agendas and the minutes of prior meetings are posted on the Board's website at:
http://www.waterboards.ca.gov/centralvalley/board_info/meetings/

Questions regarding individual items should be directed to the Board staff person whose name and phone number are indicated with the agenda item. If no staff person is listed, or for general questions, please contact Ms. Kiran Lanfranchi-Rizzardi at: (916) 464-4839 or klanfranchi@waterboards.ca.gov

The Board meeting will be conducted at a facility that is accessible to people with disabilities. Individuals requiring special accommodations are asked to contact Ms. Lanfranchi-Rizzardi at (916) 464-4839 at least 5 working days prior to the meeting. TTY users may contact the California Relay Service at 1-800-735-2929 or voice line at 1-800-735-2922.

A list of applications for Water Quality Certifications, which the Board issues pursuant to Section 401 of the Clean Water Act, can be found at: http://www.waterboards.ca.gov/centralvalley/public_notices/ or can be obtained by calling the Board at: (916) 464-3291.

ELECTRONIC PRESENTATIONS

PowerPoint and other electronic presentations are frequently presented at the Board Meetings. Please e-mail presentations to the Board's Webmaster at webmaster5@waterboards.ca.gov at least 24 hours in advance, or bring your files either on a USB Flash Drive or CD-ROM and give them to Board Staff prior to the start of the meeting.

MONDAY DECEMBER 5, 2016 – 9:00 A.M.

1. Introductions, Pledge of Allegiance
2. Meeting Rules and Procedures
3. Board Member Communications – Board Members and the State Board Liaison Member may discuss meetings, communications, correspondence, or other items of general interest relating to matters within the Board's jurisdiction. There will be no voting or formal action taken
4. Public Forum – *Any member of the public may address the Board on any matter within the Board's jurisdiction and not scheduled for consideration at this meeting, or pending before the Board*
5. State Board Liaison update
6. Executive Officer's Report (http://www.waterboards.ca.gov/centralvalley/board_info/exec_officer_reports/)

OTHER BUSINESS

7. Economic Benefit and Ability to Pay – *Informational Item Only* [Robert L'Heureux (916) 464-4736]

BASIN PLANNING

8. Clean Water Action Sections 305(b) and 303(d) Integrated Report for the Central Valley Region – *Board Hearing to Consider a Resolution to Approve the Integrated Report and Revisions to the 303(d) List of Impaired Water* [Michelle Wood (916) 464-4650]

ENFORCEMENT

9. CMC Land Holdings LLC, 4207 W Linwood Avenue, Turlock, Stanislaus County – *Consideration of Administrative Civil Liability* [Girma Getachew, (916) 464-4851]

TUESDAY, DECEMBER 6, 2016 –9:00 A.M.

10. Introductions, Pledge of Allegiance, and approval of minutes of the August 18/19, 2016 and October 13/14 Board meetings
11. Meeting Rules and Procedures
12. Board Member Communications – Board Members and the State Board Liaison Member may discuss meetings, communications, correspondence, or other items of general interest relating to matters within the Board's jurisdiction. There will be no voting or formal action taken
13. Public Forum – *Any member of the public may address the Board on any matter within the Board's jurisdiction and not scheduled for consideration at this meeting, or pending before the Board*
14. Executive Officer's Report (http://www.waterboards.ca.gov/centralvalley/board_info/exec_officer_reports/)
15. The Board will be asked to approve items 21 through 25 to with no discussion if no one is here to testify about them.

ENFORCEMENT

Agenda item 16 was presented to the Board Panel at the November 5-6, 2016 Panel Hearings in Fresno, California

16. William R. Sinks et al., Madera County – *Consideration of Settlement Agreement and Stipulation for Entry of Administrative Civil Liability Order* [Adam Laputz, (916) 464-4726]
17. Joe Silveira, Merced County – *Consideration of Administrative Civil Liability* [Wesley Ouimette, (916) 464-4667]
18. Jim & Vera Kurnosoff, as Individuals and in their representative capacity as trustees for the J & V Revocable Trust, Fresno County – *Consideration of an Administrative Civil Liability Order* [David Sholes (559) 445-6279]

19. Pereira, John V., Pereira Family Dairy, Tulare County – *Consideration of Administrative Order* (529-1216) Agend... - 3 of 8
[Dale Essary (559) 445-5093]

WASTE DISCHARGE REQUIREMENTS

20. Poultry Operations within the Central Valley Region – *Consideration of Waste Discharge Requirements General Order* [Jennifer Haynes, (916) 464-4735]

UNCONTESTED CALENDAR

(Cal. Code Regs., tit. 23, § 647.2, subd. (f).)

Uncontested items are those items that are not being contested at the Board Meeting and will be acted on without discussion. If any person or Board Member requests discussion, the item may be removed from the Uncontested Calendar and taken up in the regular agenda in an order determined by the Board Chair.

ENFORCEMENT

21. Collins Pine Company, Chester Sawmill, Plumas County – *Consideration of Amended Cease and Desist Order R5-2015-0128* [Jeremy Pagan, (530) 224-4850]

OTHER BUSINESS

22. Town of Paradise, Butte County – *Consideration of Approval, Local Agency Management Program* [Eric Rapport, (530) 224-4998]

23. NPDES PERMITS

- a. City of Willows Wastewater Treatment Plant, Glenn County – (NPDES Permit CA0078034) *Renewal*
- b. French Gulch (Nevada) Mining Corporation and U.S. Department of Interior, Bureau of Land Management, Washington Mine, Shasta County– (NPDES Permit CA0085294) (*Renewal*)

24. WASTE DISCHARGE REQUIREMENTS

- a. California Department of Corrections and Rehabilitation, Pleasant Valley State Prison, Wastewater Treatment Facility, Fresno County – Order 94-179 (*Revision*)
- b. California Resources Corporation, LLC and North Kern Water Storage District, Oil Field Produced Water Reclamation Project, Kern County – Order R5-2015-0127 (*Amendment*)
- c. County of Yolo, Department of Community Services, Yolo County Central Landfill, Yolo County – Order R5-2007-0180 (*Revision*)
- d. General Orders for Growers within the Tulare Lake Basin Area and Western Tulare Lake Basin Area that are Members of a Third-Party Group – Orders R5-2013-0120 and R5-2014-0001 (*Revision*)
- e. Gloriann Farms, Inc. and Mark Bacchetti, Gloriann Farms Food Processing Facility, San Joaquin County – Order R5-2012-0037 (*Revision*)
- f. McManis Family Vineyards, McManis Family Vineyards, Inc., San Joaquin County, (*New*)
- g. Teichert Aggregates, Hallwood Facility, Yuba County – Order R5-2002-0138-01 (*Revision*)
- h. University of California Davis, USDA Aquatic Weed Control Laboratory, J. Amorocho Hydraulics Laboratory, & Center for Aquatic Biology and Aquaculture Aquatic Center, Yolo County – Order R5-2015-0137 (*Revision*)
- i. WM Bolthouse Farms, Inc., Bakersfield Processing Facility, Kern County – Order 5-00-150 (*Revision*)

25. WASTE DISCHARGE REQUIREMENTS/NPDES – RESCISSIONS

- a. Compost Solutions, Order R5-2007-0088
- b. Creekside Subdivision, Plumas County, Order 93-002
- c. Dickey Exploration Company, Oriental Mine, Sierra County, Order 76-81
- d. KY Packing, LLC, Reedley Packing Facility, Fresno County, Order 91-005
- e. Northshore Campground, Plumas County, Order 90-296
- f. Rio Vista Mobile Estates, Tehama County, Order 93-086
- g. Seneca Mine, Plumas County, Order R5-2015-0074
- h. Wadham Energy Limited Partnership, Eddy Road Rice Hull Ash Monofill, Colusa County, Order 94-008

CLOSED SESSION

(529-1216) Agend... - 4 of 8

The Board may meet in closed session to consider personnel matters (Gov. Code, § 11126 subd. (a), to deliberate on a decision to be reached based upon evidence introduced in a hearing (Gov. Code §, 11126, subd. (c)(3).), or to discuss matters in litigation, including discussion of initiated litigation, significant exposure to litigation, or decisions to initiate litigation (Gov. Code, § 11126, subd. (e)). Current litigation involving the Board:

Litigation filed against the Central Valley Water Board and/or the State Water Board:

- a. Cleanup and Abatement Order Issued for the Cleanup of Dixon Park in 2005 – *ConAgra Foods and Monfort, Inc. v. Central Valley Water Board* (Solano County Sup. Ct., Case No. FCS027420)
- b. NPDES Permit Issued to Sacramento Regional Wastewater Treatment Plant in 2010 – *California Sportfishing Protection Alliance v. Central Valley Water Board et al.* (Sacramento County Sup. Ct., Case No. 34-2013-80001358)
- c. Administrative Civil Liability Orders R5-2011-0068, R5-2012-0070, R5-2013-0091, R5-2014-0119 and 13267 Order Requiring Monitoring of the Sweeney Dairy – *James G. Sweeney, et al. v. State Water Board, et al.* (Fresno County Sup. Ct. Case No. 15CEG02063)
- d. Administrative Civil Liability Order Issued to Henry Tosta Dairy in 2013 – *Henry J. Tosta, et al. v. Central Valley Water Board, et al.* (San Joaquin County Sup. Ct., Case No. 39-2014-00318863-CU-WM-STK)
- e. Administrative Civil Liability Order Issued for Mandatory Minimum Penalties to Malaga County Water District in 2013 – *Malaga County Water District v. Central Valley Water Board et al.* (Fresno County Sup. Ct., Case No. 14-CECG-03576, removed to Madera County Sup. Ct., Case No. MCV071280)
- f. City of Auburn Wastewater Treatment Plant, WDRs Order R5-2016-0038 [NPDES No. CA0077712] – Petition filed by California Sportfishing Protection Alliance (State Water Board File No. A-2490)
- g. Dairy General Waste Discharge Requirements, Reissued in 2013 – *Asociación de Gente Unida por el Agua et al. v. Central Valley Water Board* (Ca. Ct. of Appeal. 3rd DCA, Case No. C066410; Sacramento County Sup. Ct., Case No. 34-2008-00003604)
- h. Cleanup and Abatement Order Issued for Cleanup of Walker Mine in 2014 – *Atlantic Richfield Company v. Central Valley Water Board* (Sacramento County Sup. Ct., Case No. 34-2014-80001875)
- i. Cleanup and Abatement Order Issued for Cleanup of Mt. Diablo Mercury Mine in 2014 – *Sunoco, Inc. v. Central Valley Water Board* (Sacramento County Sup. Ct., Case No. 34-2016-80002282)
- j. NPDES Permit and Cease and Desist Order Issued to Malaga County Water District in 2014 – *Malaga County Water District v. State Water Resources Control Board, et al.* (Fresno County Sup. Ct., Case No. 14-CECG-03919, removed to Madera County Sup. Ct., Case No. MCV071279)
- k. 13267 Order Issued to Modus, Inc. in 2015 – *Modus, Inc. v. California Department of Conservation, Division of Oil, Gas, and Geothermal Resources; Central Valley Water Board* (Fresno County Sup. Ct., Case No. 15CECG03668)
- l. Administrative Civil Liability Order Issued to Christopher Cordes, Eddie Axner, and Eddie Axner Construction, Inc. in 2015 – *Eddie Axner Construction, Inc. and Eddie Axner v. Central Valley Water Board* (Shasta County Sup. Ct., Case No. 183576)
- m. Administrative Civil Liability Order Issued to Sarbjit & Satwant Athwal in 2015 – *Athwal v. Central Valley Regional Water Quality Control Board* (Stanislaus County Superior. Court, Case No. 2017515)
- n. Administrative Civil Liability Order Issued to Morning Star Packing Company, L.P., in 2016 – *Morning Star Packing Company, L.P. v. California Regional Water Quality Control Board, Central Valley Region, et al.* (Colusa County Superior Court, Case No. 24162)

Litigation filed by the Central Valley Water Board against other parties:

- a. Aerojet Cleanup – *Central Valley Water Board et al. v. Aerojet-General Corp. et al.* (Sacramento County Sup. Ct., Case No. 286073, consolidated with Case Nos. 288302 and 291981); *Central Valley Water Board et al. v. Aerojet-General Corp. et al.* (EDCal, Case No. CIV-S-86-0064-EJG) consolidated with *U.S. v. Aerojet-General Corp. et al.*, (EDCal, Case No. CIV-S-86-0063-EJG)
- b. Bonzi Landfill – *Central Valley Water Board v. Ma-Ru Holding Company et al.* (Stanislaus County Sup. Ct., Case No. 643740)
- c. Injunctive Relief for Tosta Dairy – *Central Valley Water Board v. Henry J. Tosta et al.* (San Joaquin County Sup. Ct., Case No. 39-2014-00318144-CU-MC-STK)
- d. Orland Sand and Gravel Facility – *People ex rel. Central Valley Water Board, Dept. of Fish and Wildlife v. Orland Sand and Gravel Corp. et al.* (Glenn County Sup. Ct., Case No. 15CV01436)
- e. Greener Globe Landfill – *People ex rel. Central Valley Water Board v. A Greener Globe Corporation* (Placer County Sup. Ct., Case No. SCV13231)

Petitions for Review of Central Valley Water Board Actions filed with State Water Board:

- a. City of Stockton, WDRs Order R5-2014-0070 [NPDES No. CA0079138] and Time Schedule Order R5-2014-0071 (State Water Board File No. A-2315)
- b. City of Tracy, WDRs Order R5-2012-0115 [NPDES Permit No. CA0079154] (State Water Board File No. A-2238)
- c. Eastern San Joaquin Irrigated Lands General Waste Discharge Requirements, Order R5-2012-0116 – Petitions filed by California Sportfishing Alliance et al.; San Joaquin County Resource Conservation District et al.; and Asociacion de Gente Unida por el Agua (AGUA) et al. (State Water Board File Nos. A-2239(a) through (c))
- d. Irrigated Lands General Waste Discharge Requirements for Individual Growers, Order R5-2013-0100 – Petition filed by Kern River Watershed Coalition Authority and Paramount Farming Company, LLC (State Water Board File No. A-2269)
- e. Sacramento River Watershed Irrigated Lands General Waste Discharge Requirements, Order R5-2014-0030 – Petition filed by California Sportfishing Alliance et al. (State Water Board File No. A-2302)
- f. San Joaquin County and Delta Area Irrigated Lands General Waste Discharge Requirements, Order R5-2014-0029 – Petition filed by California Sportfishing Alliance et al. (State Water Board File No. A-2301)
- g. Tulare Lake Basin Area Irrigated Lands General Waste Discharge Requirements, Order R5-2013-0120 – Petitions filed by Southern San Joaquin Valley Water Quality Coalition et al., Michael and Yvonne LaSalle, and Asociacion de Gente Unida por el Agua (AGUA) et al. (State Water Board File Nos. A-2278(a) through (c))
- h. West San Joaquin River Watershed Irrigated Lands General Waste Discharge Requirements, Order R5-2014-0002 – Petition filed by California Sportfishing Alliance et al. (State Water Board File No. A-2292)
- i. Valley Water Management Company, Cease and Desist Order R5-2015-0093 – Petitions filed by Valley Water Management Company, Clean Water Action, and the Central California Environmental Justice Network (State Water Board File Nos. A-2148(a), A-2148(b), and A-2148(c))
- j. Malaga County Water Dist., ACL Order R5-2016-0022 – Petition filed by Malaga County Water Dist (State Water Board File No. A-2479)
- k. Sacramento County Sanitation District, WDRs Order R5-2016-0020 [NPDES No. CA0077682] – Petition filed by California Sportfishing Protection Alliance (State Water Board File No. A-2480)

MEETING PROCEDURES

The Central Valley Water Board circulates item-specific Notices and/or Hearing Procedures along with drafts of its Orders and Amendments. If there is a conflict between an item-specific Notice or Hearing Procedure and the Meeting Procedures in this Agenda, the item-specific Notice or Hearing Procedure will control. Please contact Board staff if you do not know whether there is a Notice or Hearing Procedure for a specific item.

The statutes and regulations that govern the Central Valley Water Board's meetings can be found at:
http://www.waterboards.ca.gov/laws_regulations/

All persons may speak at a Central Valley Water Board meeting, and are expected to orally summarize their written submittals. Oral presentations will be limited in time by the Board Chair, and a timer may be used. Where speakers can be grouped by affiliation or interest, such groups are expected to select a spokesperson and to not be repetitive. The Board will accommodate spokespersons by granting additional time if other group members will not also be speaking.

Written materials that are received after deadlines set by item-specific Notices and/or Hearing Procedures will not generally be admitted. Any person requesting to submit late materials must demonstrate good cause, and the Chair must find that the admission of the late materials would not prejudice the Central Valley Water Board or any designated party. The Chair may modify this rule to avoid severe hardship.

PROCEDURE FOR HEARINGS IN ADJUDICATIVE MATTERS

(Including the issuance of Waste Discharge Requirements, NPDES Permits, Conditional Waivers, and certain Enforcement Orders, including Cleanup and Abatement and Administrative Civil Liability Orders)

The regulations for adjudicative proceedings are found in California Code of Regulations, title 23, sections 648 et seq. An adjudicative proceeding is a hearing to receive evidence for the determination of facts pursuant to which the Board formulates and issues a decision.

Evidence: Adjudicative hearings are not conducted according to the technical rules of evidence; the Board will accept any evidence that is reasonably relevant. It is the policy of the Board to discourage the introduction of surprise testimony and exhibits. Hearsay evidence may be used to supplement or explain other evidence.

Designated Parties: Designated Parties are persons named in a proposed order, anyone who requests designated party status and is so designated by the Board, and, for prosecutorial matters, the Board's Prosecution Team. Designated Parties have the right to call and examine witnesses, receive witness lists from other Designated Parties, introduce exhibits, cross-examine opposing witnesses, rebut evidence, make or oppose evidentiary objections, and make opening and/or closing statements.

Interested Persons: All persons who wish to participate in the hearing but who are not Designated Parties are Interested Persons. Interested Persons may present non-evidentiary policy statements or comments, either orally or in writing, but will not be subject to cross-examination. Interested Parties may be asked to respond to clarifying questions from the Board, staff, or others.

Order of Proceeding: for adjudicative hearings, the proceeding will be generally be conducted in the following order, unless modified by the Board Chair or specified differently in an item-specific Notice or Hearing Procedure:

- Testimony by Board staff, followed by testimony by Designated Parties named in the Order or Permit, followed by testimony of other Designated Parties
- Cross-examination of Board staff, followed by cross-examination of Designated Parties named in the Order or Permit, followed by cross-examination of other Designated Parties
- Statements of Interested Persons
- Closing statement by Designated Parties other than those named in the Order or Permit, then closing statement by Designated Parties named in the Order or Permit, followed by closing statement by Board staff
- Recommendation by the Board's Executive Officer (as appropriate)
- Close of the Hearing, followed by deliberation and voting by the Board

Closing statements are not to be used to introduce new evidence or testimony. Persons wishing to introduce exhibits (i.e., maps, charts, photographs) must leave them with the Board.

(Including Basin Planning, Rulemaking, Setting of Policy, and Workshops)

The regulations for rulemaking and informational proceedings are found in California Code of Regulations, title 23, sections 649 et seq. Rulemaking proceedings include hearings designed for the adoption, amendment, or repeal of any rule, regulation, or standard of general application. Informational proceedings include any hearings designed to gather and assess facts, opinions, and other information relevant to any matters within the jurisdiction of the Boards and whose primary purposes are to assist the Boards in the formulation of policy or guidelines for future Board action, to inform the public of Board policies, reports, orders, plans, or findings, and to obtain public comment and opinion with respect to such policies, reports, orders, plans, or findings, or to adopt such policies, reports, orders plans, or findings.

For rulemaking and informational proceedings, the Board does not distinguish between Designated Parties and Interested Persons; the Board will accept any evidence that is reasonably relevant, provided that it is submitted in accordance with any item-specific Notice or Hearing Procedure.

Order of Proceeding: for rulemaking and informational proceedings, the proceeding will be generally be conducted in the following order, unless modified by the Board Chair or specified differently in an item-specific Notice or Hearing Procedure:

- Opening statement by the Board summarizing the subject matter and purpose of the proceeding
- Presentation by Board staff
- Presentations by all other persons
- Recommendation by the Board's Executive Officer (as appropriate)
- Close of the Hearing, followed by deliberation and voting by the Board (as appropriate)

PETITION PROCEDURE

Any person aggrieved by an action of the Central Valley Water Board may petition the State Water Board to review the action in accordance with Water Code section 13320 and California Code of Regulations, title 23, sections 2050 and following. The State Water Board must receive the petition by 5:00 p.m., 30 days after the date of the issuance of the Order, except that if the thirtieth day following the issuance of the Order falls on a Saturday, Sunday, or state holiday, the petition must be received by the State Water Board by 5:00 p.m. on the next business day. Copies of the law and regulations applicable to filing petitions may be found at:

http://www.waterboards.ca.gov/public_notices/petitions/water_quality

or will be provided upon request.

**CALIFORNIA REGIONAL WATER QUALITY CONTROL BOARD
CENTRAL VALLEY REGION**

(529-1216) Agend... - 7 of 8

The primary duty of the Central Valley Water Board is to protect the quality of the waters within the Central Valley Region for all beneficial uses. This duty is implemented by formulating and adopting water quality plans for specific ground or surface water basins and by prescribing and enforcing requirements on all agricultural, domestic, and industrial waste discharges. Specific responsibilities and procedures of the Boards and the State Water Resources Control Board are contained in the Porter-Cologne Water Quality Control Act.

| BOARD MEMBERS | CITY OF RESIDENCE | TERM EXPIRES |
|----------------------|--------------------------|---------------------|
| Jon Costantino | Grass Valley | 9/30/2019 |
| Carmen L. Ramirez* | Atwater | 9/30/2017 |
| Karl E. Longley | Fresno | 9/30/2017 |
| Robert Schneider | Davis | 9/30/2018 |
| Denise Kadara | Allensworth | 9/30/2018 |

*Public member in accordance with Water Code section 13201(c)

Pamela C. Creedon, *Executive Officer*
Kiran Lanfranchi-Rizzardi, *Administrative Assistant II/Clerk to the Board*
Patrick Pulupa, *Attorney III*
Stephanie Yu, *Attorney III*
Andrew Deeringer, *Attorney I*

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Linda Bracamonte

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Brett Braidman
Brian Newman
David King
Jeanne Chilcott
Nichole Morgan
Robert Busby
Stewart Black
Sue McConnell
Wendy Wyels

Seniors:

Anne Littlejohn
Brett Stevens
Charlene Herbst
Cori Condon
Daniel McClure
Elizabeth Lee
Gerald Djuth
Howard Hold
Jim Marshall
Josh Palmer
Joe Mello

Kari Holmes
Marie McCrink
Marty Hartzell
Michelle Wood
Patrick Morris
Scott Armstrong
Steve Rosenbaum
Steven Meeks
Susan Fregien

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Clay Rodgers

Supervisors:

Dale Harvey
Doug Patteson
Lonnie Wass

Seniors:

| | |
|----------------|---------------|
| Alan Cregan | Russell Walls |
| Dale Essary | Scott Hatton |
| Daniel Carlson | Shelton Gray |
| David Sholes | Warren Gross |
| Matt Scroggins | |
| Ron Holcomb | |

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Bryan Smith
Angela Wilson

Seniors:

Ben Letton
George Low
Jeremy Pagan
Kate Burger
Lynn Coster

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