

The County of Yuba

Human Resources and Organizational Services



TO: Board of Supervisors

FROM: Human Resources and Organizational Services, Jill Abel

SUBJECT: Human Resources: Approve recommendation to apply the terms of the MSA Labor Agreement to Unrepresented Safety Management Classifications and approve amendment to the Classification System - Base Salary/Hourly Schedule effective July 1, 2019.

DATE: July 23, 2019

NUMBER: 376/2019

Recommendation

It is recommended that the Board of Supervisors:

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

Background

The Labor Agreement between the County and the Law Enforcement Management/Supervisory Association (MSA) terminated on June 30, 2019. A successor agreement was successfully negotiated with the MSA for a new three-year term beginning on July 1, 2019 and ending June 30, 2022. The successor MOU was approved by the Board of Supervisors on July 9, 2019.

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

Discussion

The following is a summary of the changes agreed to in the MSA Agreement with a recommendation that the changes outlined below be applied to Unrepresented Safety Management classifications:

- Add 31st day of December (New Year’s Eve) as a holiday
- Vacation hard cap and cease accrual at 384 hours the pay period after December 31, 2019
- Cost of Living Adjustments:
 - Effective July 1, 2019 – 1%
 - Effective January 1, 2020 – 1.5%
 - Effective July 1, 2020 – 2.75%
 - Effective July 1, 2021 – 3%
- Effective July 1, 2020, employer matching contribution to deferred compensation plan based on years of County service:
 - Pay period following 2 years of service – Match up to \$35 per month or \$16.15 per bi-weekly pay period
 - Pay period following 5 years of service – Match up to \$85 per month or \$39.23 per bi-weekly pay period
 - Pay period following 10 years of service – Match up to \$170 per month or \$78.46 per bi-weekly pay period

Committee Action:

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

Fiscal Impact:

General Fund -	\$66,235
Non-General Fund -	\$66,235
Source of Funds -	Total cost is split between general fund and non-general fund

Attachments

376-2019 Resolution to Amend Salary Schedule Effective 07.01.19