



The County of Yuba

Human Resources and Organizational Services

TO: Board of Supervisors

FROM: Human Resources and Organizational Services, Jill Abel

SUBJECT: Human Resources: Consider application of benefits from YCEA MLA to Non-Represented Miscellaneous Management and Confidential employees and Adopt Resolution to approve Lump Sum Payment to the Non-Represented Confidential Group. (Five minute estimate)

DATE: September 28, 2021

NUMBER: 490/2021

Recommendation:

1. Approve the following application of benefits to the Non-Represented Miscellaneous Management Classifications; and – **Approved 9/28/2021**
2. Approve the following application of benefits to the Non-Represented Confidential Classifications; and – **Approved 9/28/2021**
3. Approve resolution as it relates to the lump sum payment to the Non-Represented Confidential Group. – **Approved 9/28/2021 Resolution #2021-138**

Background:

The Labor Agreement between the County and the Yuba County Employees' Association (YCEA) terminated on June 30, 2021. A successor agreement was successfully negotiated with the YCEA for a new three-year term beginning on September 1, 2021 and ending June 30, 2024. The successor MOU was approved by the Board of Supervisors on September 28, 2021.

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

Discussion:

The following is a summary of the terms in the YCEA Master Labor Agreement that, if approved, would be applied to **Non-Represented Miscellaneous Management group**:

1. Compensation
 - **7/1/2022** - COLA – 1.5% to 2.5% based on the April 2022 California CPI-U
 - **7/1/2023** - COLA – 1.5% to 2.5% based on the April 2023 California CPI-U
2. Conversion of up to 40 vacation hours to Deferred Compensation for qualifying employees in either 2022 or 2023

3. Add 10 year step for longevity to the Employees Hired On or After 7/1/13 Merit / Longevity Step Index table
4. Health Insurance – County contributes a flat rate effective 01/01/2022 with rates adjusted annually thereafter based on the 12 month percentage change in the medical care component of the CPI-U in May of each year
 - Rates 01/01/2022
 - i. Employee Only - \$902
 - ii. 2 Party - \$1,391
 - iii. Family - \$1,801

The following is a summary of the terms in the YCEA Master Labor Agreement that, if approved, would be applied to **Non-Represented Miscellaneous Confidential group**:

1. Compensation
 - **Effective September paid October 2021** - \$1,000 lump sum payment paid to each employee in the Confidential group.
 - **7/1/2022** - COLA – 1.5% to 2.5% based on the April 2022 California CPI-U
 - **7/1/2023** - COLA – 1.5% to 2.5% based on the April 2023 California CPI-U
2. Conversion of up to 40 vacation hours to Deferred Compensation for qualifying employees in either 2022 or 2023
3. Add 10 year step for longevity to the Employees Hired On or After 7/1/13 Merit / Longevity Step Index table
4. Health Insurance – County contributes a flat rate effective 01/01/2022 with rates adjusted annually thereafter based on the 12 month percentage change in the medical care component of the CPI-U in May of each year
 - Rates 01/01/2022
 - i. Employee Only - \$902
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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:

Approximate fiscal impact for the three-year agreement

<u>Non-Represented Miscellaneous Management Group</u>	
<i>General Fund</i>	\$168,895 to \$197,009
<i>Non-General Fund</i>	\$241,381 to \$261,496
<u>Non-Represented Confidential Group</u>	
<i>General Fun</i>	\$37,794 to \$52,810

Increased cost associated with changes in Fiscal Year 2021-2022 will be handled through adjustments made at mid-year. Future costs associated with the changes in Fiscal Year 2022-2023 and Fiscal Year 2023-2024 will be included in the final budgets.

Attachments:

490-2021 Resolution authorizing Lump Sum Payment for Non-represented Confidential group