

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 YCPPOA memorandum of understanding to Non-Represented Safety Management employees within the Probation Department.

DATE: July 12, 2022

NUMBER: 355/2022

Recommendation:

Approve the following application of benefits to the Non-Represented Safety Management Classifications within the Probation Department.

Background:

The Labor Agreement between the County and the Probation Peace Officers' Association (PPOA) terminated on June 30, 2022. A successor agreement was successfully negotiated with the PPOA for a new three-year term beginning on July 1, 2022 and ending June 30, 2025. The successor MOU was approved by the Board of Supervisors on June 28, 2022.

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 PPOA Agreement, which, if approved, would be applied to **Non-Represented Safety Management Classifications within the Probation Department:**

1. Compensation

7/1/22 – All classifications receive 5% increase to the base pay rate

7/1/23 – COLA – 1.5% to 2.5% based on April 2023 California CPI-U

7/1/24 – COLA – 1.5% to 2.5% based on April 2024 California CPI-U

2. Conversion of up to 40 vacation hours to Deferred Compensation for qualifying employees in either 2023 and 2024
3. Add 10 year step for longevity to the Employees Hired On or After 7/1/13 Merit / Longevity Step Index table
4. MOU terms related to vacation max accrual and payment of sick leave upon termination or retirement.
5. Ability to participate in the Deferred Compensation match as outlined in the PPOA MOU.
6. Health Insurance – County contributes a flat rate effective 01/01/2023 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 for the 2022 calendar year:
 - i. Employee Only - \$902
 - ii. 2 Party - \$1,391
 - iii. Family - \$1,801

Participation in the Retiree Health Savings Account does not apply to Non-Represented Safety Management classifications within the Probation Department.

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

Non-Represented Safety Management Classifications within the Probation Department

General Fund - \$67,956

Non-General Fund - \$51,240

Increased cost associated with changes in Fiscal Year 2022-2023 will be handled through adjustments made at mid-year. Future costs associated with the changes in Fiscal Year 2023-2024 and Fiscal Year 2024-2025 will be included in the annual budget process.