

# The County of Yuba

## Human Resources and Organizational Services

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**TO:** Board of Supervisors

**FROM:** Human Resources and Organizational Services, Jill Abel / Leigha Williams

**SUBJECT:** Human Resources: Approve memorandum of understanding (MOU) with Law Enforcement Management and Supervisory Association (MSA) and the application of benefits to Non-Represented Safety Management/Elected in Sheriff's Department, and adopt resolution amending Classification System-Basic Salary/Hourly and Elected Officials Salary Schedule effective September 1, 2022. (Five minute estimate)

**DATE:** September 13, 2022

**NUMBER:** 451/2022

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### ***Recommendation:***

1. Approve the attached Memorandum of Understanding (MOU) between the County of Yuba and the Yuba County Law Enforcement Management Supervisory Association (MSA) and authorize the Chair to execute effective September 1, 2022.
2. Approve the following application of benefits to the Non-Represented Safety Management / Elected Classifications within the Sheriff's Department effective September 1, 2022.
3. Adopt resolution to amend the Classification System – Basic Salary/Hourly Schedule and Yuba County Elected Officials Salary Schedule effective September 1, 2022.

### ***Background:***

The Labor Agreement between the County and Law Enforcement Management Supervisory Association (MSA) terminated on June 30, 2022. The County and MSA met and conferred in good faith regarding wages, hours, and working conditions and mutually agreed to the terms of a successor Memorandum of Understanding (MOU) for the period of September 1, 2022 and ending on June 30, 2025.

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 major provisions in the MSA Agreement are listed below:

1. Compensation
  - COLA
    - 9/1/22 – 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
  - Equity
    - 7/1/23 - Sheriff's Sergeant Operations – 3% / Sheriff's Lieutenant Operations – 2%
    - 7/1/24 - Sheriff's Sergeant Operations – 3% / Sheriff's Lieutenant Operations – 2%
2. Conversion of up to 40 vacation hours to Deferred Compensation for qualifying employees in 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. Education Incentive
  - Removed degree specific language to be eligible for the education incentive
5. Shift Differential Updated
  - Eff. 9/1/22 - \$1.50 per hour when routinely and consistently assigned to the graveyard shift – work shift of 7 or more consecutive hours between 12:00 (midnight) and 8:00 am / Overtime does not qualify for shift differential
6. Bilingual Pay Updated
  - \$125 per month for eligible employees
7. Holidays
  - Eff. 9/1/22 - Holidays Worked – Employees who work on an observed holiday will receive holiday premium pay of an additional half (1/2) time for all hours worked on a holiday
8. Uniform Allowance
  - Sworn Personnel - \$75 per month
  - Non-Sworn Personnel - \$55 per month
9. Payout of Sick Leave
  - *Upon Separation from Employment For Other Than Retirement*
    - i. Employees in good standing who have ten (10) years of continuous service may receive up to 25% of their first 1200 hours of sick leave as pay at their straight time rate of pay.
  - *Upon Retirement*

- i. Employees may elect to: convert all of their unused sick leave to service credit (Section 20965 Unused Sick Leave); or employees in good standing who have ten (10) years of continuous service may receive up to 25% of their first 1200 hours of unused sick leave as pay at their straight time rate of pay and convert the remaining balance of unused sick leave to service credit.

10. 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.

- Rates for the 2022 calendar year:
  - i. Employee Only - \$960
  - ii. 2 Party - \$1,512
  - iii. Family - \$1,959

The following is a summary of the terms in the MSA Agreement, which, if approved, would be applied to **Non-Represented Safety Management / Elected Classifications within the Sheriff's Department:**

1. Compensation
  - 9/1/22 – 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 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. Vacation maximum accrual – 384 hours
5. Ability to participate in the Deferred Compensation Match as outlined in the MSA MOU
6. Payout of Sick Leave
  - *Upon Separation from Employment For Other Than Retirement*
    - i. Employees in good standing who have ten (10) years of continuous service may receive up to 25% of their first 1200 hours of sick leave as pay at their straight time rate of pay.
  - *Upon Retirement*
    - i. Employees may elect to: convert all of their unused sick leave to service credit (Section 20965 Unused Sick Leave); or employees in good standing who have ten (10) years of continuous service may receive up to 25% of their first 1200 hours of unused sick leave as pay at their straight time rate of pay and convert the remaining balance of unused sick leave to service credit.
7. 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.
  - Rates for the 2022 calendar year:

- i. Employee Only - \$960
- ii. 2 Party - \$1,512
- iii. Family - \$1,959

Participation in the Retiree Health Savings Account does not apply to Non-Represented Safety Management classifications within the Sheriff's 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

MSA

General Fund - \$281,735

Non-General Fund - \$25,755

Non-Represented Safety Management/Elected Classifications within the Sheriff's Department

General Fund - \$86,745

Non-General Fund - \$0

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

**Attachment:**

451-2022 Memorandum of Understanding between the County of Yuba and Law Enforcement Management / Supervisory Association September 1, 2022 to June 30, 2025

451-2022 Resolution to Amend Classification System Basic Salary/Hourly Schedule and the Yuba County Elected Officials Salary Schedule effective September 1, 2022.