

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

RESOLUTION ADOPTING) COMPENSATION AND BENEFITS) SUMMARY FOR UNREPRESENTED) SAFETY MANAGEMENT UNIT FOR THE) TERM OF JULY 1, 2024 THROUGH) JUNE 30, 2027) _____)	RESOLUTION NO. <u>2024-061</u>
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WHEREAS, safety management employees, assigned to Bargaining Unit 8, are not represented formally in matters of salaries and benefits; and

WHEREAS, the Board of Supervisors has consistently applied negotiated salary and benefit agreements approved for the Yuba County Probation Peace Officers' Association (PPOA) and the Yuba County Law Enforcement Management Supervisory Association (MSA) to the unrepresented safety management unit in a manner consistent with their employees' respective affiliation; and

WHEREAS, the Board of Supervisors authorized staff to engage in discussions with PPOA and MSA representatives to negotiate successor agreements; and

WHEREAS, on June 25, 2024, the Board of Supervisors approved the successor Memorandum of Understanding (MOU) with PPOA for the term of July 1, 2024 through June 30, 2027, which included salary and benefit changes; and

WHEREAS, on July 9, 2024, the Board of Supervisors is set to approve the successor MOU with MSA for the term of July 1, 2024 through June 30, 2027, which include salary and benefit changes; and

WHEREAS, the Board of Supervisors desires to formally adopt a salary and benefits summary Resolution for the unrepresented safety management unit consistent with those approved in the PPOA and MSA MOUs.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of the County of Yuba, that the following summary of salaries and benefits are hereby granted to the employees designated in the unrepresented safety management unit effective July 1, 2024 through June 30, 2027, except where another effective date has been specified:

SECTION 1: DEFINITIONS

1.1 Definitions

“Management” means an employee who has significant budgeting, legal, personnel, or other managerial responsibilities consistent with the Employer-Employee Relations Policy and the Fair Labor Standards Act (FLSA) and is assigned to Bargaining Unit 8.

“Safety” employee means a public agency employee who has contracted with the California Public Employees Retirement System (CalPERS) who are involved in law enforcement, fire suppression, the protection of public safety or who are employed in a position designated by law as local safety.

SECTION 2: SALARIES

2.1 Classifications and Ranges

Effective July 1, 2024, employees will be placed at the specified ranges identified as follows:

<u>Classification</u>	<u>Range</u>
Chief DA Investigator	249
Chief Probation Officer	305
Deputy Chief Probation Officer	264
Probation Program Manager	224
Sheriff's Captain	264
Undersheriff	294

Should the Board of Supervisors approve the creation of classifications not represented above or adjust salary ranges, the changes will be represented in the Classification System – Basic Salary / Hourly Schedule brought before the Board of Supervisors for their approval.

2.2 Salary Adjustments

Effective July 1, 2024, employees will be placed at the specified ranges identified in Section 2.1, Classifications and Ranges. This is inclusive of the three percent (3.0%) Cost of Living Adjustment (COLA).

Effective July 1, 2025, all ranges will receive a COLA with a minimum of one percent (1.0%) and a maximum of three and a half percent (3.5%) based on the 2025 April to April California Consumer Price Index for All Urban Consumers.

Effective July 1, 2026, all ranges will receive a COLA with a minimum of one percent (1.0%) and a maximum of three and a half percent (3.5%) based on the 2025 April to April California Consumer Price Index for All Urban Consumers.

2.3 Salary Surveys

Salary surveys include only the following comparable core agencies: Butte County, Nevada County, Sutter County, and Yolo County; and the additional agencies of City of Chico, Glenn County, Lake County, Placer County, Tehama County, and City of Yuba City and will use only the following compensation data: Base Salary; Longevity Pay at ten (10) years; Health Benefits (employer’s maximum contribution towards family medical, dental, vision, life & long-term disability insurance); Deferred Compensation; Retiree Health Savings Account Contributions; and employer pickup of employee pension costs and employee pickup of employer pension costs using the retirement tier that was in effect on December 31, 2012. Market data is valid with a minimum of four (4) comparable agencies, at least two (2) must be from the core agencies.

2.4 Merit Pay: Employees hired on or before June 30, 2013, receive merit pay based on the following index rate table and in accordance with County practices:

MERIT STEP INDEX RATES:	
Number of Years of Service	Index Rate
Base-Less than 1	1.0000
at least 1	1.0500
" 2	1.1030
" 3	1.1580
" 4	1.2160
5	1.2160

Employees hired on or after July 1, 2013, receive merit pay based on the following index rate table and in accordance with County practices.

Step	Number of Years of Service	Index Rate
1	Base -Less than 1	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

2.5 Longevity Pay

Employees hired on or before June 30, 2013, receive a longevity pay differential of approximately one and one half percent (1.5%) upon completion of the fifth (5th) year of regular Yuba County service and continue to receive a one and one half percent (1.5%) each year on an employee's Service Computation Date (SCD) until thirty years of continuous regular Yuba County service is achieved. An employee's longevity pay is based on the following index table and in accordance with County practices:

HIRED ON OR BEFORE JUNE 30, 2013 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

Employees hired on or after July 1, 2013, receive a longevity pay differential of two and one half (2.5%) percent upon completion of an employee's tenth (10th) year of regular Yuba County service. An index rate of 1.3250 will be applied to an employee's base salary at the completion of an employee's tenth (10th) year of regular Yuba County service. Employees will receive another two and one half (2.5%) percent upon completion of an employee's fifteenth (15th) year of regular Yuba County service. An index rate of 1.3500 will be applied to an employee's base salary at the completion of an employee's fifteenth (15th) year of regular Yuba County service.

SECTION 3: ADDITIONAL COMPENSATION

3.1 Bilingual Premium Pay: Employees who are routinely and consistently required by the Department Head to speak a language other than English, and who are able to do so fluently will receive bilingual premium in the amount of one hundred and twenty-five dollars (\$125.00). To qualify for bilingual pay, employees must be State certified or pass a County qualifying language test in the relevant language at the option of the County.

3.2 Payment of Premium Pays: Premium Pays will be payable at the full monthly rate in any month an employee is on paid status at least half of the month. If an employee is on unpaid status or has been placed on paid administrative leave for more than half of the month, Premium Pays will be reduced by half. Premium Pay will not be paid in a month if an employee is on Leave without Pay (LWOP) or paid administrative leave for the entire month.

Employees hired with Premium Pays within the first (1st) fifteen (15) days of the month will receive the full monthly rate for the first (1st) month of employment; those hired with Premium Pays after the fifteenth (15th) of the month will receive half of the Premium Pays for their first (1st) month of employment.

Employees leaving County service during the first (1st) fifteen (15) days of the month will receive half of the Premium Pays for that month; those leave service any time after the fifteenth (15th) of the month will be paid the full monthly rate.

3.3 Management Allowance: Each November, unrepresented management classifications in salary range 211 and above will receive an annual management allowance of five hundred dollars (\$500.00) and those unrepresented management classifications in salary range 210 and under will receive an annual management allowance of four hundred dollars (\$400.00). This management allowance is intended for un-reimbursable costs associated with self-development and business costs typically incurred by the employee and not submitted for

reimbursement.

3.4 Sheriff's Department Uniform Allowance: Sworn employees in the Sheriff's Department who are required to wear uniforms will receive a uniform allowance of seventy-five dollars (\$75.00) per month or thirty-four dollars and sixty-two cents (\$34.62) bi-weekly. In the event that the Sheriff or designee approves a change in the uniform, the full cost of any new uniform shall be borne by the County.

3.5 Sheriff's Department Educational and P.O.S.T. Certificate Incentive Program: The County will pay eligible employees within the Sheriff's Department, based on satisfactory proof of qualification furnished through the Human Resources Department a monthly incentive of:

Degree	P.O.S.T. Certificate
AA/AS Degree \$165.00	Management P.O.S.T. Certificate \$125.00
BA/BS Degree \$330.00	Management P.O.S.T. Certificate \$125.00

The AA/AS educational incentive will cease as current incumbents in the Sheriff's Captain classification vacate their currently held positions, and both the AA/AS and BA/BS educational incentive will cease when the current incumbent in the Undersheriff classification vacates their currently held position, or if State law changes the minimum education requirements for employment as a peace officer.

3.6 Monthly Vehicle Allowance: For 'at-will' safety management employees not assigned a County vehicle for use for County business as determined by the County Administrator, employee will receive a vehicle allowance in the sum of five hundred dollars (\$500.00) per month or what has been agreed to by the Board of Supervisors in the employee's employment agreement, whichever is greater.

The vehicle allowance is to be used to compensate the employee for costs to operate and maintain a vehicle for travel to destinations within fifty (50) miles of Marysville. For travel to destinations over fifty (50) miles from Marysville, employee may elect to either utilize a County vehicle or be reimbursed mileage at the County mileage rate less the first one hundred (100) miles traveled. Employee shall be responsible for paying for and maintaining liability, property damage, and comprehensive insurance coverage upon such vehicle and shall further be responsible for all expenses attendant to the purchase, operation, maintenance, repair, and regular replacement of said vehicle.

Eligible employees should reference the Travel Policy in the Yuba County

Administrative Policy & Procedures Manual for detailed information regarding travel.

SECTION 4: BENEFIT PROGRAMS

4.1 Benefit Program Coverage

Employees working an average of twenty (20) regularly scheduled hours per week and the employee's dependents are entitled to participate in the County health plans. Coverage commences and is dependent upon eligibility for coverage under the health plan carriers' rules. If the employee elects medical coverage, then the employee must participate in a dental plan option and the vision insurance.

4.2 Medical, Dental and Vision Insurance

The County contracts for employee, dependents, retirees and their dependents medical insurance benefit plans through the CalPERS Public Employees Medical and Hospital Care Program. Employees must enroll in the County's sponsored vision and dental plan.

The County contributes the Public Employees Medical and Hospital Care Act (PEMHCA) statutory monthly minimum essential coverage (MEC) set annually by CalPERS on behalf of each employee. The County will make an additional contribution through the County's established Section 125 Cafeteria Plan. In no event, with the total contribution exceed the employee's actual cost.

Effective January 1, 2025, the County's total monthly contribution, which includes the PEMHCA statutory monthly MEC, is as follows:

Employee only: Up to one hundred percent (100%) of the CalPERS Gold employee only premium and one hundred percent (100%) of the dental and vision basic premium;

Employee plus one: Up to ninety percent (90%) of the CalPERS Gold employee plus one premium and eighty percent (80%) of the dental and vision basic premium;

Employee plus family: Up to ninety percent (90%) of the employee plus family CalPERS Gold premium and eighty percent (80%) of the dental and vision basic premium.

The County will continue enrollment in CalPERS for the Health Insurance for the term of this Resolution. However, due to the continued rising cost of health care, the County must explore alternatives to our current plans and funding.

In-Lieu Health: Eligible employee may elect to “opt out” of the County provided health/dental/vision coverage upon proof of other health insurance coverage and receive two hundred and fifty dollars (\$250.00) per month In-Lieu of Premium Savings.

Employees declining health plan coverage and receiving In-Lieu Health may re-enroll upon proof of involuntary loss of other coverage or next open enrollment. In-Lieu Health is taxable income.

4.3 Life Insurance: Employees receive the same life insurance benefit provided to all employees in the amount of fifty thousand dollars (\$50,000).

4.4 Short-Term Disability Program: The County offers an employee funded short-term disability program. This program includes an additional fifty thousand dollars (\$50,000) of life insurance coverage funded by the employee’s contribution to the short-term disability program. This program also funds a long-term disability benefit.

4.5 Optional Employee Paid Supplemental Life Insurance: Employees may purchase, at their expense, County sponsored supplemental life insurance coverage for themselves and their dependents subject to limitations specified by the insurance carrier.

4.6 Deferred Compensation: The County offers one voluntary deferred compensation plan, Nationwide 457. Employees may participate in the County’s deferred compensation 457 plan to the extent allowed by law and plan documents.

4.7 Deferred Compensation Match: The County provides the following deferred compensation plan match for employees with open 457 deferred contribution accounts:

- Beginning with the pay period following the completion of two (2) years of service, the County will match up to thirty-five dollars (\$35.00) a month or if a bi-weekly pay cycle sixteen dollars and fifteen cents (\$16.15) per pay period (26x/yr)
- Beginning the pay period following the completion of five (5) years of service, the County will match up to eighty-five dollars (\$85.00) a month or if a bi-weekly pay cycle thirty-nine dollars and twenty-three cents (\$39.23) per pay period (26x/yr)
- Beginning with the pay period following the completion of ten (10) years of service, the County will match up to one hundred and seventy dollars

(\$170.00) a month or if a bi-weekly pay cycle seventy-eight dollars and forty-six cents (\$78.46) per pay period (26x/yr)

4.8 Vacation Leave Maximum Accrual: Vacation leave will be accumulated to a maximum of 384 hours with a hard cap.

4.9 Management Leave: On July 1, 2024, employees will receive a one-time adjustment of thirty (30) hours of management leave, up to the maximum of sixty (60) hours. Employees with a balance of management leave on June 30, 2024, will roll those hours into the new fiscal year in addition to the one-time adjustment of thirty (30) hours, up to the maximum of sixty (60) hours.

Effective January 1, 2025, employees will accrue five (5) hours of management leave per month. Management leave will accumulate to a maximum of sixty (60) hours. Management leave will be paid upon separation at the employee's current hourly rate of pay.

4.10 Floating Holiday Leave: Effective July 1, 2024, employees accrue two (2) hours of floating holiday leave per month. Floating holiday leave may accumulate to a maximum of twenty-four (24) hours. Floating holiday leave will be paid upon separation at the employees' current hourly rate of pay.

4.11 Payout of Sick Leave:

Sick Leave Upon Separation from Employment Other Than Retirement: Employees in good standing who have ten (10) years of continuous service may receive up to twenty-five percent (25%) of their first twelve hundred (1,200) hours of unused sick leave as pay at their regular rate of pay.

Sick Leave Upon Retirement: 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 twenty-five (25%) of their first twelve hundred (1,200) hours of unused sick leave as pay at their regular rate of pay and convert the remaining balance of unused sick leave to service credit.

SECTION 5: CALPERS SAFETY RETIREMENT PLAN

5.1 CalPERS Retirement Safety Contract Benefits: The County contracts with the California Public Employees Retirement System (CalPERS) for retirement benefits as follows:

Employees hired prior to January 1, 2013, who are not classified by CalPERS as a classic member will receive the two percent (2%) at fifty (50) safety CalPERS

formula with the one (1) year final average compensation period. These employees pay the required twelve percent (12%) member contribution, on a pre-tax basis.

Employees hired after December 31, 2012, who are classified by CalPERS as a new member will receive the two point seven percent (2.7%) at fifty-seven (57) safety CalPERS formula with the three (3) year final average compensation period. These employees pay one-half (1/2) of the total normal cost as determined annually by CalPERS on a pre-tax basis.

5.2 Optional CalPERS Retirement Safety Contract Benefits: All safety retirement formulas have the following optional CalPERS retirement benefits:

- Sick Leave Service Credit – Section 20965. This benefit provides that unused accumulated sick leave at time of retirement may be converted to additional service credit at the rate of 0.004 year of service credit for each day of unused sick leave in accordance with the PERS formula.
- Non-Industrial Disability Standard
- Industrial Disability Standard
- Pre-Retirement Death Benefits:
 - 1959 Survivor Benefit Level Three (3)
 - Optional Settlement 2W – Section 21548. 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.
- Post-Retirement Death Benefit a lump sum of five hundred dollars (\$500.00)
- Two percent (2%) retirement COLA.

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BE IT FURTHER RESOLVED, effective July 1, 2024, the summary of salary and benefits for the unrepresented safety management unit contained in this Resolution supersedes, where applicable, all agreements made prior to this date.

PASSED AND ADOPTED by the Board of Supervisors of the County of Yuba, State of California, on the 9 day of July, 2024, by the following vote:

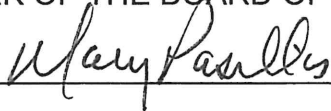
AYES: Supervisors Vasquez, Fuhrer, Bradford, Messick
NOES: None
ABSENT: Supervisor Blaser
ABSTAIN: None



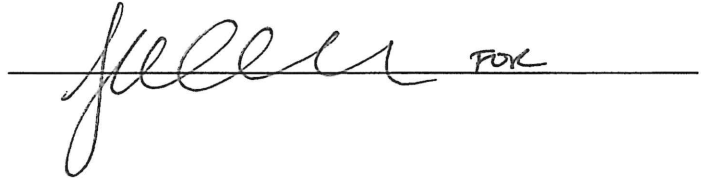
~~-CHAIR, DON BLASER-~~

Seth Fuhrer, Vice Chair

ATTEST: MARY PASILLAS
CLERK OF THE BOARD OF SUPERVISORS



YUBA COUNTY COUNSEL
APPROVED AS TO FORM:



The following is a true and correct copy of the document on file in this office.

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

By: 

Date: 7/9/24