

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

RESOLUTION ADOPTING) RESOLUTION NO. 2024-059
COMPENSATION AND BENEFITS)
SUMMARY FOR UNREPRESENTED)
MISCELLANEOUS CONFIDENTIAL UNIT)
FOR THE TERM OF JULY 1, 2024)
THROUGH JUNE 30, 2027)
_____)

WHEREAS, on June 25, 2024, the Board of Supervisors of the County of Yuba adopted Resolution No. 2024-048 formally adopting the compensation and benefit summary for the unrepresented miscellaneous confidential unit effective July 1, 2024; and

WHEREAS, the compensation and benefits summary for the unrepresented miscellaneous confidential unit contained in this Resolution supersedes Resolution No. 2024-048; and

WHEREAS, miscellaneous confidential employees, assigned to Bargaining Unit 11, 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 Employees' Association (YCEA) to the unrepresented miscellaneous confidential unit consistent with their affiliation with YCEA; and

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

WHEREAS, on June 25, 2024, the Board of Supervisors approved the successor Master Labor Agreement (MLA) with YCEA 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 adopt a salary and benefits Resolution for the unrepresented miscellaneous confidential unit consistent with those approved in the YCEA MLA.

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 miscellaneous confidential unit effective July 1, 2024 through June 30, 2027, except where another effective date has been specified:

SECTION 1: DEFINITIONS

1.1 Definitions

“Confidential” means an employee who is privy to decision of County management affecting employer-employee relations consistent with the Employer-Employee Relations Policy and is assigned to Bargaining Unit 11.

“Miscellaneous” employee means a public agency employee who has contracted with the California Public Employees Retirement System (CalPERS) that is not involved in law enforcement, fire suppression, or public safety or employed in a position that is legally designated 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>
Administrative Analyst	127
Board Clerk I	75
Board Clerk II	95
Communications Specialist	127
Executive Assistant to County Administrator	80
Human Resources Analyst I	128
Human Resources Analyst II	148
Human Resources Technician	87
Legal Services Specialist	54
Office Assistant	30
Office Specialist	50
Paralegal	110

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 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 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 Confidential Premium Pay:** Confidential employees will receive confidential pay in the amount of two hundred and fifty dollars (\$250.00) per month. Confidential Premium Pay does apply to Extra Help employees employed in qualifying classifications.
- 3.2 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) per month. 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.
- 3.3 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.

SECTION 4: BENEFIT PROGRAMS

4.1 Benefit Program Coverage

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

Part time employees will accrue prorated floating holiday leave.

Usage. Floating holiday leave may be taken at any time with the approval of the

employee's Department Head in quarter (1/4) hour increments.

4.9 Payout of Sick Leave:

Sick Leave Upon Separation from Employment: After ten (10) continuous years of permanent employment with the County: upon separation of employment by death or retirement in accordance with provisions of the Public Employees Retirement Law, as amended, or by resignation in good standing or layoff, an employee will be paid a sum equal to twenty-five percent (25%) of their earned sick leave computed on the basis of the hourly equivalent to such employee's monthly salary as of the time of death, retirement, lay-off or resignation in good standing.

Sick Leave Upon Retirement: If the retiring employee has ten (10) continuous years of permanent employment with the County, upon retirement the employee may elect to receive up to twenty-five percent (25%) of their unused sick leave as pay at the regular rate of pay and convert the remaining balance of unused sick leave to service credit.

SECTION 5: CALPERS MISCELLANEOUS RETIREMENT PLAN

5.1 CalPERS Retirement Miscellaneous Contract Benefits. The County contract 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-five (55) miscellaneous CalPERS formula with the one (1) year final average compensation period. These employees pay the required nine percent (9%) 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 percent (2%) at sixty-two (62) miscellaneous CalPERS formula with the three (3) year final average compensation period. These employees pay one half of the total normal cost as determined annually by CalPERS plus an additional two percent (2%) on a pre-tax basis.

5.2 Optional CalPERS Retirement Miscellaneous Contract Benefits. All miscellaneous 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 0.0041 year of service credit for each day of unused sick leave in accordance with the PERS formula.

- Non-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.

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

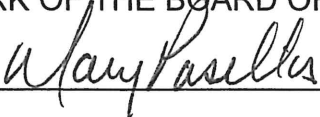
PASSED AND ADOPTED by the Board of Supervisors of the County of Yuba, State of California, on the 9 day of July, 2024, by the following vote:

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

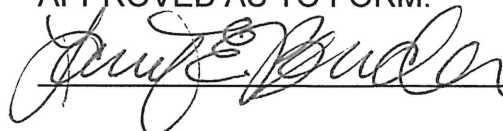


~~CHAIR, DON BLASER~~
Seth Fuhrer, Vice Chair

ATTEST: MARY PASILLAS
CLERK OF THE BOARD OF SUPERVISORS



YUBA COUNTY COUNSEL
APPROVED AS TO FORM:



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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
