The County of Yuba
Human Resources and Organizational Services

TO: Board of Supervisors

FROM: Human Resources and Organizational Services, Leigha Williams

SUBJECT: Human Resources: Approve YCEA Labor Agreement application of benefits to Non-Represented Miscellaneous Management, Elected, and Confidential employees and adopt resolution amending the Salary Schedule in its entirety effective August 1, 2020

DATE: August 25, 2020

NUMBER: 409/2020

Recommendation:

1. Approve the following benefits and application of such to Non-Represented Miscellaneous Management and Confidential Classifications, and;

2. Adopt resolution amending the Classification System- Base Salary/Hourly Schedule; Extra Help Salary Schedule; and Elected Officials Salary Schedule in its entirety to be effective August 1, 2020.

Background / Discussion:

The Labor Agreement between the County and the Yuba County Employees’ Association (YCEA) terminated on June 30, 2020. A one-year extension was successfully negotiated with YCEA, with your Board’s approval. As per the negotiated terms, all classifications represented by YCEA will receive a 1% cost-of-living-adjustment (COLA) effective August 1, 2020.

Consistent with previous Agreements for Non-Represented Miscellaneous and Safety employees, benefits are typically applied to non-represented employees consistent with their employees’ respective affiliation. For that reason, it is recommended your Board approve a 1% COLA to be applied to all Miscellaneous Non-Represented Management, Elected, and Confidential classifications, effective August 1, 2020.
This action modifies the Classification System Salary Schedule to implement this change.

Committee Action:

This item is going directly to the Board of Supervisors to meet the contractual terms of the negotiated agreements.

Fiscal Impact:

Total: $96,939
General Fund: $49,908
Non-General Fund: $47,032
Source(s): Will be presented in the final FY 20-21 Budget Package

Attachments:

409-2020 Resolution Amend Salary Schedule Eff 08.01.2020
409-2020 Attachment A - Basic Salary Hourly Schedule
409-2020 Attachment B - Yuba County Elected Officials Salary Schedule
409-2020 Attachment C - Extra Help Hourly Schedule