



The County of Yuba

Human Resources and Organizational Services

TO: Board of Supervisors
FROM: Human Resources and Organizational Services, Jill Abel and Leigha Williams
SUBJECT: Human Resources: Approve Memorandum of Understanding (MOU) between the County of Yuba and Deputy Sheriffs' Association (DSA) and adopt resolution amending Classification System-Basic Salary/Hourly and Extra-Help Hourly Schedule effective October 1, 2022 (Five minute estimate).
DATE: 10/27/2022
NUMBER: 536/2022

Recommendation:

1. Approve the attached Memorandum of Understanding (MOU) between the County of Yuba and the Yuba County Deputy Sheriffs' Association (DSA) and authorize the Chair to execute effective October 1, 2022.
2. Adopt resolution to amend the Classification System – Basic Salary/Hourly Schedule and Extra Help Hourly Schedule effective October 1, 2022.

Background:

The Labor Agreement between the County and Deputy Sheriff's Association (DSA) terminated on June 30, 2022. The County and DSA 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 October 1, 2022 and ending on June 20, 2025.

Discussion:

The major provisions in the DSA 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 Adjustment
9/1/22 – Sheriff Deputy 2% / DA Investigator 3%
7/1/23 – Sheriff Deputy 2% / DA Investigator 3%
7/1/24 – Sheriff Deputy 2% / DA Investigator 3%

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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. Education and POST Incentive
 - Education and POST are stackable – only one in each category
 5. Shift Differential Updated
 - Eff. 10/1/22 - \$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
 - Eff. 10/1/22 - \$.75 per hour when routinely and consistently assigned to the swing shift – work shift of 7 or more consecutive hours between 4:00 pm and 12:00 (midnight) am / Overtime does not qualify for shift differential
 6. Bilingual Pay Updated
 - \$125 per month for eligible employees
 7. Holiday In-Lieu Pay
 - Eff. 10/1/22 – All DSA employees receive 7% of base hourly rate in lieu of any holiday pay
 8. Payout of Sick Leave
 - *Upon Separation from Employment For Other Than Retirement*
 - 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*
 - 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.
 9. 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

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

Deputy Sheriffs' Association

General Fund: \$1,809,812

Non-General Fund: \$481,090

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.

Attachments:

536-2022 Memorandum of Understanding between the County of Yuba and the Deputy Sheriff's Association effective October 1, 2022 and June 30, 2025

536-2022 Resolution to amend the Classification System – Basic Salary / Hourly Schedule and Extra-Help Hourly Schedule effective October 1, 2022.