

The County of Yuba

Human Resources and Organizational Services



TO: Board of Supervisors

FROM: Human Resources and Organizational Services, Tiffany Manuel

SUBJECT: Human Resources: Recommend approval of amendments to labor agreements with YCEA, DDAA, DSA, MSA, YCPPOA and non-represented management, elected, and confidential employees to modify the County's contribution toward health insurance beginning January 1, 2024, and authorize Chair to execute upon review and approval of County Counsel. (Five minute estimate).

DATE: 10/23/2023

NUMBER: 525/2023

Recommendation:

1. Approve amendments to the labor agreements with Yuba County Employees' Association (YCEA), Deputy District Attorneys' Association (DDAA), Deputy Sheriff's Association (DSA), Management Supervisory Association (MSA), and Probation Peace Officers' Association (PPOA) to modify the County's contribution toward health insurance beginning January 1, 2024 and authorize Chair to execute.
2. Approve modifying the County's contribution toward health insurance for non-represented management, elected, and confidential employees beginning January 1, 2024.

Background / Discussion:

Your Board approved the current labor agreements for YCEA, DDAA, DSA, MSA and PPOA and approved the application of benefits to Non-Represented Management, Elected, and Confidential Groups consistent with their respective affiliation. Historically, the county's monthly contribution for health insurance is determined by a percentage amount of a particular CalPERS Health Plan. In the current labor agreements and application of benefits, the County's monthly contribution to health insurance would be a flat dollar monthly amount with an escalator based on the 12-month percentage change in the May Medical Care Component of the Consumer Price Index.

All of the CalPERS health plans experienced substantial increases in premium rates effective January 1, 2024. These increases were explained as increases to labor costs, pharmacy costs, medical inflation, and impacts from COVID.

The proposed County monthly contribution softens this increase for those employees on the Employee Plus One and Employee Plus more than one dependent plans.

The County conferred with the Labor groups to modify the County's monthly contribution to health insurance. The Labor Groups agreed to amend their current labor agreements as follows reflecting the County's modified monthly contribution to health insurance effective January 1, 2024: up to \$967.00 for the employee only, up to \$1,662.00 for employee plus one dependent and up to \$2,158.00 for employee plus more than one dependent.

To remain consistent with the application of benefits, the County's monthly contribution to health insurance would be modified as described above, and applied to the Non-Represented Management, Elected, and Confidential employees.

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:

It is anticipated that there will be minimal fiscal impact with this change for the current fiscal year due to savings from vacant positions. If adjustments are needed in particular budgets due to not enough savings from vacancies or a particular department having no vacancies, budget adjustments will be presented prior to the end of the fiscal year.

Attachment:

- 525/2023 Amendment to MOU between the County and DSA
- 525/2023 Amendment to MLA between the County and YCEA
- 525/2023 Amendment to MOU between the County and DDAA
- 525/2023 Amendment to MOU between the County and PPOA
- 525/2023 Amendment to MOU between the County and MSA