

**ADDENDUM TO MASTER LABOR AGREEMENT**

between the

**Yuba County Employees' Association, Local #1**

and the

**County of Yuba**

The Yuba County Employees' Association (YCEA) and the County of Yuba (County) have met to discuss the continued financial crisis in the County and in the State of California. The parties agreed to discuss the financial impacts of the Master Labor Agreement (MLA) covering the period from July 1, 2006, through June 30, 2010, and extended through June 30, 2011, for the upcoming fiscal year of 2010/2011.

This discussion resulted in the parties agreeing to the following:

1. The term of the MLA is extended to June 30, 2014.
2. All provisions of the previous extension of the MLA remain in effect unless modified by this Addendum. Specifically, the Y-Rate provisions and the Voluntary Time Off provisions are extended to June 30, 2014.
3. Effective June 30, 2010, Article 19, Section 19.03 of the MLA is deleted thereby eliminating the scheduled Employer pick up of the 7% Employees' contribution for both CalPERS Miscellaneous Retirement option 2% @ 55 and Safety Retirement 2% at 50.
4. Effective July 1, 2010:
  - a. Article 9, Section 9.11 of the Rules Governing Coverage and Compensation, Benefits and Working Conditions of Employees of the County of Yuba, Resolution 2005-113 is suspended for the term of the MLA for all employees represented by YCEA thereby eliminating the ability for employees with over eighty (80) hours of vacation to transfer those "overage" hours to deferred compensation for the term of the MLA.
  - b. Article 20, Section 20.07 is hereby amended for the term of the MLA to cap the maximum vacation accrual limit at 350 hours for those employees in bargaining units 1 and 2 who were hired after 8/19/1986 and for those employees in bargaining units 3, 4, and 5 who were hired after 7/1/1985.


5. Effective July 1, 2013:

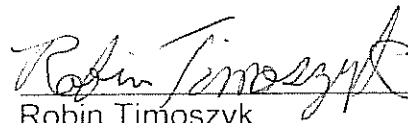
a. The base salary of all classifications represented by YCEA will receive a 5% salary increase which will be calculated consistent with past practice ("A" step increase). Employees hired on or before June 30, 2013, will continue to receive salary adjustments based upon the Longevity/Merit Step Index currently in place at the time the parties agreed to this MLA Addendum.

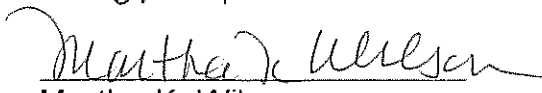
b. A new Merit/Longevity Pay Schedule will be implemented for employees hired on or after July 1, 2013. The new Merit/Longevity Pay Schedule will consist of seven steps with approximately 5% in between each step. Progression from Step 1 to Step 7 will be based upon receiving a satisfactory performance evaluation. The new Merit/Longevity Pay Schedule will include a longevity salary increase of 5% based upon completion of 15 years of service with the County.

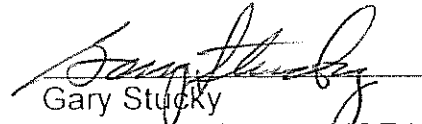
6. Equal Treatment: The County agrees that, if during the term of the MLA Addendum any other County employees receive a general salary increase or compensation intended to be in lieu of a general salary increase, the employees represented by the Association will be treated equally. Reinstatement of previously awarded salary adjustments that have been temporarily reduced by the County for one (1) year or longer are excluded from this provision.

This Agreement is dated this 20th day of July, 2010.

  
Mary Jane Griego, Chair  
Board of Supervisors

  
Robin Timoszyk  
YCEA President

  
Martha K. Wilson  
Personnel Director

  
Gary Stucky  
Executive Director, YCEA