



# **Yolo County Housing**

**Lisa A. Baker, Executive Director**

147 W. Main Street  
WOODLAND, CA 95695

Woodland: (530) 662-5428  
Sacramento: (916) 444-8982  
TTY: (800) 545-1833, ext. 626

## BOARD OF COMMISSIONERS

Duane Chamberlain  
Marlene Garnes  
Michael H. McGowan  
Jim Provenza  
Matt Rexroad  
Helen M. Thomson  
Bernita Toney

DATE: August 6, 2009  
TO: YCH Board of Commissioners  
FROM: Lisa A. Baker, Executive Director  
PREPARED BY: Janis Holt, Resource Administrator  
SUBJECT: Review and Approve the Collective Bargaining Agreement with the Management Unit

### **RECOMMENDED ACTION:**

That the Board of Commissioners:

1. Approve the Collective Bargaining Agreement ("CBA") with the Management Unit effective July 1, 2009; and
2. Commend the staff and representatives from the International Brotherhood of Teamsters, Local 856 for their work on behalf of YCH.

### **BACKGROUND / DISCUSSION**

The Management Unit has been operating under a tentative pact since the expiration of the previous agreement on June 30, 2008. Many of the elements agreed upon in the previous agreement sunset with the tentative pact.

The major elements of the proposed successor agreement are listed below:

1. Management unit members agree to the five-step salary range schedule.
2. Management unit members agree to the revised longevity pay schedule once a member reaches the top of salary range. The revised pay schedule will be 2.5% at three years, 2.5% at six years, and 2.5% at eleven years. This will be the final longevity step.
3. Management unit members agree to bilingual pay of \$40 per month for speaking a second language and \$70 per month for speaking, reading, and writing a second language. Certification of bilingual skills will be required.
4. Management unit members agree to up to 80 hours of paid jury duty leave per year.
5. Management unit members agree to continue to pay 50% of their PERS retirement contribution.

6. Management unit members agree to continue to suspend annual sell back of vacation credits.
7. Management unit members agree to the annual \$500.00 discretionary benefit to be used in an HSA or other approved vehicle.
8. The term of this agreement will expire June 30, 2010.

### **FISCAL IMPACT**

The terms of the agreement have been accounted for in the FY 2010 budget.

### **CONCLUSION**

Staff recommends that the Board review and approve the Management Unit Collective Bargaining Agreement effective July 1, 2009.

Attachment: Management Unit CBA