

**SIDELETTER AGREEMENT
BETWEEN YOLO COUNTY AND YOLO COUNTY SUPERVISORS AND
PROFESSIONAL EMPLOYEE'S ASSOCIATION**

The County of Yolo and the Yolo County Supervisors and Professional Employee's Association (Association) hereby enter into this Letter of Agreement to the Memorandum of Understanding between the parties covering July 1, 2019 through June 30, 2023. The parties agree to amend the following sections as follows:

**ARTICLE 13
COMPENSATION**

13.1 Salary Schedule

During the term of this Memorandum of Understanding, general salary adjustments for all classifications designated within the Supervisors Unit shall be as follows:

13.1.1 Effective the first day of the pay period that includes July 1, 2019, a two percent (2.0%) salary increase following the application of any applicable equity; and;

13.1.2 Effective the first day of the pay period that includes July 1, 2020, a two percent (2.0%) salary increase; and

13.1.3 Effective the first day of the pay period that includes July 1, 2021, a two percent (2.0%) salary increase; and

13.1.4 Effective the first day of the pay period that includes July 1, 2022, a two percent (2.0%) salary increase; and

13.1.5 Effective the first day of the pay period that includes July 1, 2019, the County shall provide equity adjustments as listed in Appendix D.

13.1.6 Effective the first pay period starting January 1, 2023, the County shall provide a five percent (5.0%) equity adjustment. This equity adjustment is a result of the change in the County's compensation philosophy.

~~13.1.6~~ 13.1.7 Classifications shall be adjusted as needed to provide a salary range differential between them and their closest subordinate of no less than ten percent (10%). Calculation of the differential shall be made by comparing Step A of the supervisory classification to Step A of the closest subordinate classification and will include any assignment differentials other than differentials related to recruitment and retention. Assignment differential refers to any differential related to an employee's assignment to a specific division or program. Should any subordinate classification receive a new assignment differential the County shall give the Association notice in writing and an opportunity to

meet and confer.

~~13.1.6.1~~13.1.7.1 If the differential applies to a classification used within a single department the entire classification salary range will be increased by the amount necessary to ensure there is no less than a ten percent (10%) salary range differential between them and their closest subordinate.

~~13.1.6.2~~13.1.7.2 If the differential applies to a classification used throughout the County the employee(s) will receive a line item adjustment in the amount necessary to ensure there is no less than a ten percent (10%) salary range differential between them and their closest subordinate.

~~13.1.6.3~~13.1.7.3 This adjustment shall only apply to those classes and incumbents qualifying under the following conditions: a) all incumbents who actually supervise at least the equivalent of one full-time employee, b) excludes those classes which are given a specific stipend for coordinating and providing administrative supervision of other professional classifications, and c) excludes any employee who for reasons of organizational structure or geographic location, provides administrative supervision to a higher-paid professional employee as part of his/her program responsibilities. The County may, upon notice to the Association, adjust unit salaries when adjusting wage rates which impact this differential.


~~13.1.7~~13.1.8 The classifications covered by this Memorandum of Understanding are set forth in Appendix A. Salary levels for covered classifications are set forth in the Salary Resolution adopted and amended from time to time by the Board of Supervisors.

Approved on this ____ day of _____, 2022.

COUNTY

Angel Barajas
Chair, Yolo County Board of Supervisors

YOLO COUNTY SUPERVISORS AND
PROFESSIONAL EMPLOYEE'S
ASSOCIATION



Cheryl Schiele
Employee Representation Services