

**SIDELETTER AGREEMENT
BETWEEN YOLO COUNTY AND YOLO COUNTY MANAGEMENT ASSOCIATION**

The County of Yolo and the Yolo County Management Association (Association) hereby enter into this Letter of Agreement to the Memorandum of Understanding between the parties covering July 1, 2020 through June 30, 2024. The parties agree to amend the following sections as follows:

**ARTICLE 1
SALARY AND RELATED**

1.1 Salary Adjustments

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

- 1.1.1 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%). This adjustment shall only apply to those classes and incumbents qualifying under the following conditions: a) all incumbents 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.
- 1.1.2 Effective with the pay period that includes July 1, 2020, a two percent (2.0%) cost of living adjustment.
- 1.1.3 Effective with the pay period that includes July 1, 2021, a two percent (2.0%) cost of living adjustment.
- 1.1.4 Effective with the pay period that includes July 1, 2022, a two percent (2.0%) cost of living adjustment.
- 1.1.5 Effective with the pay period that includes July 1, 2023, a two percent (2.0%) cost of living adjustment.
- 1.1.6 Effective with the pay period that includes July 1, 2020, the County shall provide equity adjustments as listed in Appendix B.
- 1.1.7 Effective with the 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.

~~1.1.7~~ 1.1.8 During the term of this Agreement, if another county bargaining unit receives a higher cost of living adjustment than the one provided to the Association in sections 1.1.2 through 1.1.5, then the Association shall receive an additional salary increase in the amount of the difference. This is limited solely to cost of living adjustments whether bargained for or granted by the Board of Supervisors. Cost of living adjustments do not include equity adjustments or any other changes in benefits and/or total compensation.

1.2 Throughout the period covered by this Agreement, the County retains the right to increase salaries of individual classes as necessary to recruit and retain qualified employees.

Approved on this 9th day of November, 2022.

COUNTY

Angel Barajas
Chair, Yolo County Board of Supervisors

YOLO COUNTY MANAGEMENT
ASSOCIATION



Rafael Ruano
Goyette & Associates