

**BEFORE THE BOARD OF SUPERVISORS  
OF THE COUNTY OF YUBA**

RESOLUTION AMENDING	)	
RESOLUTION NO. 2024-065	)	RESOLUTION NO. <u>2025-16</u>
CLASSIFICATION SYSTEM – BASIC	)	
SALARY / HOURLY SCHEDULE –	)	
WORKPLACE INVESTIGATOR,	)	
BUILDING AIDE AND EXTRA HELP	)	
CLASSIFICATION SYSTEM HOURLY	)	
SCHEDULE – BUILDING TRAINEE	)	
_____	)	

**WHEREAS**, on July 23, 2024, the Board of Supervisors of the County of Yuba adopted Resolution number 2024-065 formally adopting the Classification System – Basic Salary / Hourly Schedule effective July 1, 2024; and

**WHEREAS**, the Community Development & Services Agency has encountered significant challenges in recruiting qualified candidates for building inspection positions. Despite efforts, including offering signing bonuses, advanced vacation balances, and multiple pay increases, the response from qualified candidates has remained underwhelming and consistently fall short in filling these critical positions with skilled professionals. Traditional recruitment strategies have not yielded the desired results, and it is time to think beyond conventional methods and explore innovative approaches to address these longstanding recruitment issues; and

**WHEREAS**, the Community Development & Services Agency and Human Resources Department seek to establish Building Aide and Building Trainee positions. These roles will serve as both an intercessory bridge as a developmental platform for individuals to gain hand-on experience. By doing so, we would be fostering internal growth and ensuring a pipeline of future professionals who are not only trained by but also vested with the County; and

**WHEREAS**, the County has experienced an increase in internal workplace investigations over the last several years, many of which are outsourced due to the absence of a full-time internal investigator on staff. Outsourcing workplace investigations can cost in upwards of \$50K, and while outsourcing is sometimes necessary, many situations could be managed internally. Conducting investigations internally often leads to better outcomes, as an internal investigator is more invested in fostering a positive and harmonious work environment, especially after an investigation has concluded.

Additionally internal investigators can identify trends, suggest targeted training, and develop policies to address ongoing issues, supporting the overall health of the organization; and

**WHEREAS**, the Human Resources Department seeks to add the Workplace Investigator to the regular Classification System – Basic Salary / Hourly Schedule and remove it from the Extra Help Hourly Salary Schedule; and

**WHEREAS**, the Human Resources Department intends to set the base salary for Workplace Investigator, Building Aide, and Building Trainee commensurate with the County’s current external and internal compensation structure; and

**WHEREAS**, the Board of Supervisors now intends to amend Resolution No. 2024-065, the Classification System – Basic Salary/Hourly Schedule as it relates to Workplace Investigator and Building Aide and the Extra Help Classification System Hourly Schedule as it relates to Building Trainee effective March 1, 2025.

**NOW THEREFORE, BE IT RESOLVED**, by the Board of Supervisors of the County of Yuba, that Resolution number 2024-065 be and hereby is amended as it relates to the Workplace Investigator, Building Aide, and Building Trainee classes.

**BE IT FURTHER RESOLVED**, the Classification System – Basic Salary / Hourly Schedule as documented in Attachment A, attached hereto and incorporated herein by reference as though fully set forth, is hereby established and effective March 1, 2025.

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**BE IT FURTHER RESOLVED**, the Extra Help Classification System Hourly Schedule as documented in Attachment B, attached hereto and incorporated herein by reference as though fully set forth, is hereby established and effective March 1, 2025.


**PASSED AND ADOPTED** by the Board of Supervisors of the County of Yuba, State of California, on the 25 day of February 2025 by the following votes:

AYES: Supervisors Vasquez, House, Fuhrer, Bradford, Messick

NOES: None

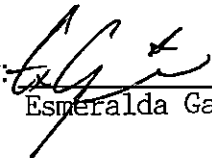
ABSENT: None

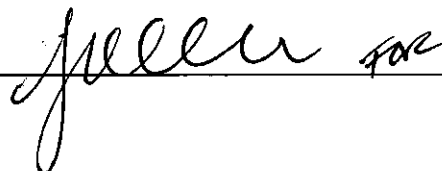
ABSTAINED: None

  
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Gary Bradford, CHAIRMAN

ATTEST: MARY PASILLAS  
CLERK OF THE  
BOARD

APPROVED AS TO FORM: JANET BENDER  
COUNTY  
COUNSEL

By:   
\_\_\_\_\_  
Esmeralda Garcia, Board Clerk

By:   
\_\_\_\_\_

**Classification System - Basic Salary / Hourly Schedule**

**ADD Effective 3/1/2025**

CODE	CLASSIFICATION	BARG UNIT	PAY RATE						LONGEVITY			
			MINIMUM MONTHLY SALARY (BASE)	MINIMUM HOURLY RATE	PRIOR TO 7/1/13		POST 7/1/13		PRIOR TO 7/1/13		POST 7/1/13	
					MAXIMUM MONTHLY SALARY	MAXIMUM HOURLY RATE	MAXIMUM MONTHLY SALARY	MAXIMUM HOURLY RATE	MAXIMUM MONTHLY SALARY	MAXIMUM HOURLY RATE	MAXIMUM MONTHLY SALARY	MAXIMUM HOURLY RATE
WPIN	WORKPLACE INVESTIGATOR	8	\$ 9,177	\$ 52.94	\$ 11,160	\$ 64.38	\$ 11,931	\$ 68.83	\$14,592	\$ 84.18	\$ 12,389	\$ 71.48
BAID	BUILDING AIDE	1	\$ 4,681	\$ 27.01	\$ 5,693	\$ 32.84	\$ 6,086	\$ 35.11	\$7,443	\$ 42.94	\$ 6,320	\$ 36.46

EXTRA HELP CLASSIFICATION SYSTEM HOURLY SCHEDULE

## DELETE

CODE	CLASSIFICATION	A	B	C	D	E	OT CODE	WC CODE	RANGE
WPIN	WORKPLACE INVESTIGATOR	\$52.94	\$55.59	\$58.37	\$61.28	\$64.35	E	9410	5294

## ADD

CODE	CLASSIFICATION	A	B	C	D	E	OT CODE	WC CODE	RANGE
BTRA	BUILDING TRAINEE	\$24.44	\$25.66	\$26.95	\$28.29	\$29.71	N	9410	2444