

COUNTY OF NEVADA

DEPARTMENT OF HUMAN RESOURCES

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NEVADA COUNTY BOARD OF SUPERVISORS

Board Agenda Memo

MEETING DATE: June 25, 2024

TO: Board of Supervisors

FROM: Steven Rose, Human Resources Director

SUBJECT: Resolution Approving a Memorandum of Understanding with the Stationary Engineers Local 39, Representing the General Bargaining Unit, Providing Changes in Compensation and Terms and Conditions of Employment during the Period of July 1, 2024 and June 30, 2027.

RECOMMENDATION: Adopt the attached resolution.

FUNDING: Funding for this agreement is included in the proposed 2024-2025 fiscal year budget.

BACKGROUND: In March of 2024, the County and Stationary Engineers Local 39 entered into the collective bargaining process to negotiate a successor labor agreement to the agreement that was expiring on June 30, 2024. After ten bargaining sessions the parties reached a tentative agreement on May 23, 2024. On June 5, 2024 Local 39 notified the County that it ratified the tentative agreement. The tentative agreement has been incorporated into the Memorandum of Understanding and is attached for review. The significant provisions of the successor labor agreement include:

- A 3-year term, beginning July 1, 2024 through June 30, 2027;
- Employees will receive general increases each July of the term including increases of 3.0% in July of 2024, 2.0% in July of 2025 and 3.0% in July of 2026;
- Classifications in this Unit will receive equity or recruitment/retention adjustments in line with salary survey and employment data of 2% in 2024 and 3% in 2025 and 1% in 2026.

- The following equity adjustments shall be provided in the first full pay period of July in each of the fiscal years as specified below:

	25/26	26/27
○ Bus Driver I/II/Supervisor		1%
○ Correctional Officer I/II	1%	1%
○ Correctional Sergeant	1%	1%
○ Social Worker I/II/III		1%
○ Wastewater Treatment Systems Operator I/II/III/IV		1%
○ Wastewater Plant Operations Supervisor		1%
○ Wastewater Collections Supervisor		1%
○ Wastewater Service Workers I/II/Sr.		1%
○ Wastewater Electrical Mechanical Worker/Supervisor		1%

- Three floating holidays upon hire, removed 10-year requirement for granting the 3rd floating holiday.
- Adjusted Acting Pay verbiage and length of time.
- Class A and B Differential 2.5% for Heavy Equipment Mechanic classification series. Class B Driver Differential 2.5% for Bus Driver classification series.
- Landfill Maintenance Certificate Differential 2.5% for Landfill Maintenance Technician I/II.
- Building Inspectors/Plans Examiners Certificate Differential of \$50 per certificate to a maximum of \$150 per month.
- Dispatcher POST Certificate Pay of \$125 per month for classifications of Dispatcher I/II/Senior/Supervising.
- Standby duty shall receive in addition to their regular biweekly salary, \$40 per 8-hour shift.
- County agrees to meet and discuss a new entry level classification in the series of Human Services Specialist.

The agreement currently covers approximately 449 employees in the General bargaining unit. The negotiations between the County and Local 39 bargaining teams were constructive and professional.

Item Initiated and Approved by: Steven Rose, Director of Human Resources

Submittal Date: June 13, 2024

Revision Date: