

COUNTY OF NEVADA

DEPARTMENT OF HUMAN RESOURCES

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NEVADA COUNTY BOARD OF SUPERVISORS

Board Agenda Memo

MEETING DATE: June 8, 2021

TO: Board of Supervisors

FROM: Steve 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, 2021 and June 30, 2024.

RECOMMENDATION: Adopt the attached resolution.

FUNDING: Funding for this agreement is included in the proposed 2021-2022 fiscal year budget.

BACKGROUND: In March of 2021, 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, 2021. After five bargaining sessions the parties reached a tentative agreement on May 6, 2021. On May 20, 2021 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, 2021 through June 30, 2024;
- Employees will receive general increases each July of the term including increases of 2.0% in July of 2021, 2.0% in July of 2022 and 2.0% in July of 2023;
- Safety Retirement for the Correctional Officer series in year three of the contract;
- A change to the formula structure for how the County defines health care premium contributions, maintaining 100% for employee only and 80% for employee plus one and family coverage.

- Basic life insurance increase from \$20,000 to \$50,000

The agreement currently covers approximately 422 employees in the General bargaining unit. The negotiations between the County and Local 39 bargaining teams were constructive and professional.

Initiated and Approved by: Steve Rose, Human Resources Director