



**County of Nevada**  
**Department of Human Resources**  
Eric Rood Administrative Center  
950 Maidu Avenue  
Nevada City, CA 95959  
Ph: 530-265-7010 Fx: 530-265-9841  
Email: [human.resources@co.nevada.ca.us](mailto:human.resources@co.nevada.ca.us)  
[www.NevadaCountyCa.gov/471/Human-Resources](http://www.NevadaCountyCa.gov/471/Human-Resources)

## **NEVADA COUNTY BOARD OF SUPERVISORS**

### **Board Agenda Memo**

---

**MEETING DATE:** June 14, 2022

**TO:** Board of Supervisors

**FROM:** **Steve Rose, Director of Human Resources**

**SUBJECT:** Resolution Approving a Memorandum of Understanding with the Deputy Sheriff's Association Representing the Deputy Sheriff Employees' Bargaining Unit, Providing Changes in Compensation and Terms and Conditions of Employment during the Period of July 1, 2022, and June 30, 2025.

---

**RECOMMENDATION:** Adopt the attached Resolution.

**FUNDING:** Funding for this agreement is included in the proposed 2022-2023 budget.

**BACKGROUND:** In February of 2022, the County and Deputy Sheriffs' Association ("DSA") entered into the collective bargaining process to negotiate a successor labor agreement to the agreement that was expiring on June 30, 2022. After seven bargaining sessions the parties reached a tentative agreement on May 2, 2022. On May 17, 2022, the DSA 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, 2022, through June 30, 2025
- Employees will receive general increases each July of the term including increases of 3.0% in July of 2022, 2.0% in July of 2023 and 3.0% in July of 2024
- Position classifications in this Unit receive equity or recruitment/retention adjustments in line with salary survey and employment data; in the first year of the agreement the increase is 2%, in the second year the increase is 4% and in the third year the increase is 2%

- Healthcare calculations based on the average plans offered by CalPERS
- Education Incentives increase by \$25 per month for AA/BS
- Critical Incident Negotiations Team added to specialty assignments with a 5% differential
- Officer in Charge pay 5% differential per shift or pro-rata portion of shift
- Basic Life Insurance increased to \$50,000

The agreement currently covers approximately 43 employees in the Deputy Sheriff's Association Bargaining Unit. The negotiations between the County and DSA bargaining teams were constructive and professional.

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