

COUNTY OF NEVADA
DEPARTMENT OF HUMAN RESOURCES
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January 10, 2016

Honorable Board of Supervisors
Eric Rood Administrative Center
950 Maidu Avenue
Nevada City, CA 95959

DATE OF MEETING: January 26, 2016

SUBJECT: Resolution approving Addendum #1 to the Stationary Engineers, Local 39 Professional Unit Memorandum of Understanding (MOU) covering all employees in the Professional Employee Bargaining Unit amending certain provisions in the MOU and authorizing the County Executive Officer to execute this Addendum.

FUNDING: Funding for any costs associated with these changes are included in the 2015-2016 Budget.

RECOMMENDATION: Adopt the attached resolution.

BACKGROUND: The County and Local 39 have an existing Memorandum of Understanding (MOU) representing Professional Unit employees which went into effect in July of 2015 and continues until June 30, 2018. By design, one compensation decision for a single job classification was deferred until an organizational assessment and market study for this position could be completed and reviewed by the parties. This has now been accomplished with the position of "Public Health Coordinator" receiving a 1.5% salary adjustment effective January 31, 2016. One amendment in the attached Addendum #1 settles this deferred item.

The balance of the amendments to the MOU contained in the Addendum are to support a County initiative to no longer be governed by the State of California "Merit System" as it pertains to certain positions in our Social Services and Child Support Services departments. The County successfully petitioned the State of California to leave the Merit System and be designated an "Approved Local Merit System" allowing the County the flexibility to use its own position descriptions and its own recruitment and selection methods. Additionally, and significantly, the County will have the ability to develop new positions in the Social Services and Child Support Services departments which can be responsive to our organizational needs and create increased job mobility for our employees. The State system does not provide this flexibility.

To successfully be allowed out of the State-governed Merit System the County must still adhere to civil service guidelines and comply with any deficiencies identified by routine audit. The County is very confident that by following the civil service procedures in our Personnel Code that we will be in adherence with these guidelines; the State agreed in granting our petition.

Leaving the State Merit System could impact certain employees covered by the Local 39 MOU for Professional Unit employees in the circumstance of layoff. The State of California rules for this subject are not the same as County rules. The County wants to assure Local 39 that it does not desire to disadvantage any employees that it represents should this circumstance arise, so the additional amendments to the MOU referenced in the Addendum address this subject and other administrative matters. The bulk of the suggested changes are with regard to the impacts should the County have to layoff certain positions in Social Services and Child Support Services. The detailed provisions address the calculation of seniority in the event of a layoff situation so that employees currently covered by the State system will preserve seniority as they convert to County policies on seniority. Representatives of the County and Local 39 met and conferred over many sessions to compose an Addendum to all parties' mutual agreement, with an effective date of January 31, 2016.

Your consideration of this matter is appreciated and approval of the resolution is recommended.

Respectfully submitted,



Charlie Wilson
Human Resources Director



Richard A. Haffey
County Executive Officer