



COUNTY OF NEVADA

DEPARTMENT OF HUMAN RESOURCES

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NEVADA COUNTY BOARD OF SUPERVISORS

Board Agenda Memo

MEETING DATE: May 27, 2025

TO: Board of Supervisors

FROM: Steven Rose, Director of Human Resources

SUBJECT: Final reading of an ordinance approving an amendment to the contract between the Board of Supervisors of the County of Nevada and the Board of Administration of the California Public Employees' Retirement System (To provide Section 20438 ["County Peace Officer" shall include probation officers, deputy and assistant probation officers, juvenile hall employees and persons employed as peace officers pursuant to Section 830.5 of the Penal Code as described in Government Code Section 20438])

RECOMMENDATION: Adopt the Ordinance, execute the Contract Amendment, and the Certification of Final Action of Governing Body.

FUNDING: The proposed change would result in first year payroll cost increase of approximately \$199,487.00, to include 24 positions.

BACKGROUND: On June 13, 2023, per Resolution 23-283, the Nevada County Board of Supervisors approved the Professional Peace Officers' Association Memorandum of Understanding which included a provision to move the classifications represented by this unit series from the miscellaneous retirement plan to the safety retirement plan. The affected classifications include Deputy Probation Officer I/II/III and Supervising Deputy Probation Officer.

Additionally, on December 17, 2024, the County and the Management Employees Association signed a side letter of agreement to move the Probation Program Manager classification from the miscellaneous retirement plan to the safety retirement plan.

Finally, the County wishes to move the Department Head classification of Chief Probation Officer from the miscellaneous retirement plan to the safety retirement plan.

With Section 20439 of the California Public Employees' Retirement Law our miscellaneous members in the Probation Officer suite of classifications will have different retirement formulas applied to their retirement calculation. Currently, the formulas in the miscellaneous retirement

plan provide for calculations equal to 2.7% @55, 2% @60, and 2% @62. Under the safety retirement system, the retirement formulas which would apply to eligible employees are 3% @55 and 2.7% @57. Employees in the [2.7% @55](#) and 2% @60 miscellaneous tiers would move to the 3% @55 safety tier. Employees in the 2% @62 miscellaneous tier would move to the 2.7% @57 safety tier. A total of 24 positions are affected by this change as follows:

Miscellaneous Retirement Plan Distribution of Probation Officer Staff

	<u>Number</u>	<u>Employer Normal Cost</u> <u>As of 7.6.25</u>	<u>Employee Cost</u> <u>As of 7.6.25</u>
Tier One Miscellaneous (2.7% @55)	07	10.8%	8.000%
Tier Two Miscellaneous (2% @60)	02	10.8%	7.000%
Tier Three Miscellaneous (2% @62)	13	10.8%	8.500%

Proposed Safety Retirement Plan Distribution of Probation Officer Staff

	<u>Number</u>	<u>Employer Normal Cost</u> <u>As of 7.6.25</u>	<u>Employee Cost</u> <u>As of 7.6.25</u>
Tier One Safety (3% @50)	0	29.35%	9.000%
Tier Two Safety (3% @55)	09	25.02%	9.000%
Tier Three Safety (2.7% @57)	13	14.96%	14.500%

A Resolution of Intention was brought before your Board on February 25, 2025. The required first reading of the Final Ordinance was brought on May 13, 2025. This is the required second and final reading of the Ordinance, and a vote to adopt the Ordinance may now be taken. If adopted, the effective date of the change is July 6, 2025.

Your consideration of this matter is appreciated.