

# COUNTY OF NEVADA

## DEPARTMENT OF HUMAN RESOURCES

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### NEVADA COUNTY BOARD OF SUPERVISORS

#### Board Agenda Memo

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**MEETING DATE:** June 14, 2016

**TO:** Board of Supervisors

**FROM:** Charlie Wilson, Director of Human Resources  
Alison Lehman, Assistant County Executive Officer

**SUBJECT:** Resolution approving a successor Memorandum of Understanding with the Deputy Sheriff's Association, representing the Deputy Sheriff's Association Bargaining Unit, providing changes in compensation and terms and conditions of employment during the period of July 1, 2016 through June 30, 2019.

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**RECOMMENDATION:** Approve the attached resolution.

**FUNDING:** Funding for this agreement is included in the proposed 2016-2017 budget.

**BACKGROUND:** In February of 2016, the County and the Deputy Sheriff's Association entered into the collective bargaining process to negotiate a successor labor agreement that originally was set to expire in June of 2013, but, through Addenda, was extended through June 30, 2016. After six bargaining sessions the parties reached a tentative agreement on April 21, 2016. The tentative agreement, along with Addenda and Side Letters of Agreement, has been incorporated into a Memorandum of Understanding and is attached for review. The significant provisions of the successor labor agreement include:

- A three year term beginning July 1, 2016 through June 30, 2019;
- Employees will receive general and equity increases during the term including general increases of 3.0% in July of 2016, 3.0% in July of 2017 and 2.0% in July of 2018;
- Employees receiving the 3.0% @ 50 PERS Safety retirement formula will increase their contributions toward retirement costs from 2.822% to 9.0% over the three year term for salary offsets;
- The formula for sharing costs of dependent health insurance coverage will change effective with the 2017 calendar year to an eighty percent/twenty percent (80%/20%) cost share.

The agreement currently covers approximately 39 employees, all sworn safety staff members. These negotiations were very cordial and professional.

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

**Item Initiated and Approved by:** Charlie Wilson, Director of Human Resources and Alison Lehman, Assistant County Executive Officer

Submitted Date: May 25, 2016