

# 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 25, 2024

**TO:** Board of Supervisors

**FROM:** Steven Rose, Human Resources Director

**SUBJECT:** Resolution Approving a Memorandum of Understanding with the Stationary Engineers Local 39, Representing the Professional Bargaining Unit, Providing Changes in Compensation and Terms and Conditions of Employment during the Period of July 1, 2024 and June 30, 2027.

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**RECOMMENDATION:** Adopt the attached resolution.

**FUNDING:** Funding for this agreement is included in the proposed 2024-2025 fiscal year budget.

**BACKGROUND:** In March of 2024, 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, 2024. After ten (10) bargaining sessions the parties reached a tentative agreement on May 23, 2024. On June 5, 2024 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, 2024 through June 30, 2027;
- Employees will receive general increases each July of the term including increases of 3.0% in July of 2024, 2.0% in July of 2025 and 3.0% in July of 2026;
- Classifications in this Unit will receive equity or recruitment/retention adjustments in line with salary survey and employment data of 2% in 2024 and 3% in 2025 and 1% in 2026.
- The following equity adjustments shall be provided in the first full pay period of July in each of the fiscal years as specified below:

	25/26	26/27
○ Accountant	1%	1%
○ Accountant/Auditor I/II/SR		1%
○ Clinic Practitioner	1%	1%
○ Staff Psychiatrist		1%
● Three floating holidays upon hire, removed 10-year requirement for granting the 3 <sup>rd</sup> floating holiday.		
● Building Plans Examiner Certificate Differential of \$50 per certificate up to \$150 maximum per month.		
● Adjusted Acting Pay verbiage and length of time.		
● County agrees to meet and discuss an accounting classification series.		

The agreement currently covers approximately 125 employees in the Professional bargaining unit. The negotiations between the County and Local 39 bargaining teams were constructive and professional.

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

Submittal Date: June 13, 2024

Revision Date: