

# 2024-2027 Labor Update and Agreements

**Presented By:**  
**Steven Rose, HR Director**  
**Steve Monaghan, Director of**  
**Information and General**  
**Services Agency**





# 2024-2027 Labor Update and Agreements

- Four groups up for discussion:
  - Deputy District Attorney & Deputy Public Defenders Association, 18 employees
  - General Unit, 449 employees
  - Professional Unit, 125 employees
  - Confidential Unit, 32 employees





# 2024-2027 Labor Law Update and Agreements

## Common Terms:

- 3-year terms (July 1, 2024 – June 30, 2027)
- Cost of Living Adjustments (COLA) at 3% in 2024, 2% in 2025 and 3% in 2026



# 2024-2027 Labor Update and Agreements

**DDA DPD Unit, 18 employees, to replace three-year MOU  
expiring June 30, 2024.**

**Terms:**

- 3-year term (July 1, 2024 – June 30, 2027)
- Cost of Living Adjustments at 3% in 2024, 2% in 2025 and 3% in 2026
- Market/Equity Adjustments Attorney I/II at 2% in 2024, Attorney III and Supervising Attorney 3% in 2024
- Equity Adjustment All 3% in 2025 and 3% in 2026
- County Contribution moved to Medical Group 1, equals average premium of all Health Plans (100% EE, 80% Dependents)





# 2024-2027 Labor Update and Agreements

**General Unit, 449 employees, to replace three-year MOU expiring June 30, 2024.**

**Terms:**

- 3-year term (July 1, 2024 – June 30, 2027)
- Cost of Living Adjustments at 3% in 2024, 2% in 2025 and 3% in 2026
- Market/Equity Adjustments at 2% in 2024, 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
○ Bus Driver I/II/Supervisor		1%
○ Correctional Officer I/II	1%	1%
○ Correctional Sergeant	1%	1%
○ Social Worker I/II/III		1%
○ Wastewater Treatment Systems Operator I/II/III/IV		1%
○ Wastewater Plant Operations Supervisor		1%
○ Wastewater Collections Supervisor		1%
○ Wastewater Service Workers I/II/Sr.		1%
○ Wastewater Electrical Mechanical Worker/Supervisor		1%
➤ Floating Holiday, removing the 10-year period for the 3 <sup>rd</sup> FH		



# 2024-2027 Labor Update and Agreements

**Professional Unit, 125 employees, to replace three-year MOU expiring June 30, 2024.**

**Terms:**

- 3-year term (July 1, 2024 – June 30, 2027)
- Cost of Living Adjustments at 3% in 2024, 2% in 2025 and 3% in 2026
- Market/Equity Adjustments at 2% in 2024, 3% in 2025 and 1% in 2026
- Equity Adjustment below:

	25/26	26/27
○ Accountant	1%	1%
○ Accountant/Auditor I/II/SR		1%
○ Clinic Practitioner	1%	1%
○ Staff Psychiatrist		1%
➤ Floating Holiday, removing the 10-year period for the 3 <sup>rd</sup> FH		



# Confidential Unit (Unrepresented)

**Confidential unit 34 employees, to replace three-year summary of benefits expiring June 30, 2024.**

Top Issues Addressed:

- Three-year term
- COLA 3% in 2024, 2% in 2025 and 3% in 2026
- Market/Equity Adjustments at 1% in 2024, 1% in 2025 and 1% in 2026
- Equity adjustments:

Title	24/25	25/26	26/27
Accountant Auditor I	2%	2%	2%
Accounting Technician	1%	1%	1%
Assistant County Counsel	3%	2%	1%
Attorney III-Civil	1%	1%	2%
Assistant Auditor-Controller	1%	1%	
Senior Office Assistant	2%	1%	1%
Undersheriff	3%	3%	2%

➤ Floating Holiday, removing the 10-year period for the 3<sup>rd</sup> FH

Recommend approval of this resolution 6.25.2024





Top Issues Addressed:

- Salary compaction within the Nevada County Sherriff's Office. This is in addition a 4% COLA effective July 1<sup>st</sup>, 2024.

Effective 24/25, the salaries for the classifications in this unit shall be increased additionally as follows:

District Attorney Investigator	2.02%
Chief District Attorney Investigation	2.02%
Sheriff Sergeant	2.02%
Sheriff Lieutenant	6.70%
Sheriff Captain	7.77%

This will result in placement at the following internal salary ranges:

District Attorney Investigator	273
Chief District Attorney Investigation	308
Sheriff Sergeant	287
Sheriff Lieutenant	317
Sheriff Captain	347



# Questions



NEVADA  
COUNTY  
CALIFORNIA