

COUNTY OF NEVADA

DEPARTMENT OF HUMAN RESOURCES

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NEVADA COUNTY BOARD OF SUPERVISORS

Board Agenda Memo

MEETING DATE: June 8, 2021

TO: Board of Supervisors

FROM: Steve Rose, Human Resources Director

SUBJECT: Resolution Approving the Compensation and Benefits Summary for Confidential Employees, Providing Changes in Compensation and Terms and Conditions of Employment during the Period of July 1, 2021 and June 30, 2024.

RECOMMENDATION: Adopt the attached resolution.

FUNDING: Funding for this agreement is included in the proposed 2021-2022 fiscal year budget.

BACKGROUND: Employees designated as Confidential Employees are not represented formally in matters of wages and benefits but have their pay and benefits established through direct discussion between the County Executive Office, Human Resources and Employees, as well as a Compensation and Benefits Summary approved by the Board of Supervisors. The current Compensation and Benefits Summary expires effective June 30, 2021.

The compensation and benefits provided to our approximately 30 Confidential employees, who perform in unique capacities defined by our Personnel Code, must be sensitive to the bargained provisions of labor agreements which include positions with like minimum qualifications, breadth and scope of responsibility and supervisorial/managerial duties. While many such comparisons are made to positions in the Management unit, comparisons are also made to several other bargaining groups. The significant provisions of the successor labor agreement include:

- A 3-year term, beginning July 1, 2021 through June 30, 2024;
- Employees will receive general increases each July of the term including increases of 2.0% in July of 2021, 2.0% in July of 2022 and 2.0% in July of 2023;

- Confidential pay has been de-linked from performance and made Pers-able compensation for rank and file employees;
- A change to the formula structure for how the County defines health care premium contributions, maintaining 100% for employee only and 80% for employee plus one and family coverage.
- Basic life insurance increase from \$20,000 to \$50,000

The agreement currently covers approximately 30 employees in the Confidential Employee unit.

Initiated and Approved by: Steve Rose, Human Resources Director