

COUNTY OF NEVADA

DEPARTMENT OF HUMAN RESOURCES

Eric Rood Administrative Center
950 Maidu Avenue
Nevada City, CA 95959
(530) 265-7010
www.mynevadacounty.com

NEVADA COUNTY BOARD OF SUPERVISORS

Board Agenda Memo

MEETING DATE: June 24, 2025

TO: Board of Supervisors

FROM: Steve Rose, Human Resources Director

SUBJECT: Resolution Approving a Memorandum of Understanding with the Sheriff's Management Association Representing the Sheriff's Management Employees Bargaining Unit, Providing Changes in Compensation and Terms and Conditions of Employment During the Period of July 1, 2025, and June 30, 2028

RECOMMENDATION: Adopt the attached resolution.

FUNDING: Funding for this agreement is included in the proposed 2025-2026 fiscal year budget.

BACKGROUND: In February of 2025, the County and Sheriff's Management Association ("SMA") entered into the collective bargaining process to negotiate a successor labor agreement to the agreement that was expiring on June 30, 2025. After twelve bargaining sessions the parties reached a tentative agreement on May 15, 2025. On May 25, 2025, the SMA 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, 2025, through June 30, 2028
- Employees will receive general increases each July of the term including increases of 2.0% in July of 2025, 3.0% in July of 2026, and 2.0% in July of 2027
- Position classifications in this Unit receive equity or recruitment/retention adjustments in line with salary survey and employment data; in the first year of the agreement the increase is 2% or 3% (varies by position classification), in the second year the increase is 2% or 3% (varies by position classification) and in the third year the increase is 3% for each classification
- Education Incentives increase by \$25 per month for AA/BA in July 2025 and by another \$25 per month for AA/BA in July 2026
- Critical Incident Negotiations Team added to specialty assignments with a 5% differential
- Increase Advanced POST pay differential by 1% (from 5% to 6%) in January, 2027

The agreement currently covers approximately 24 employees in the Sheriff's Management Association Bargaining Unit. The negotiations between the County and SMA bargaining teams were constructive and professional.

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