

COUNTY OF NEVADA
DEPARTMENT OF HUMAN RESOURCES
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NEVADA COUNTY BOARD OF SUPERVISORS
Board Agenda Memo

MEETING DATE: June 11, 2019

TO: Board of Supervisors

FROM: Steven Rose, Director of Human Resources
Mali Dyck, Assistant County Executive Officer

SUBJECT: Resolution approving a revised Summary of Benefits and Compensation for the Senior Executives Group, providing changes in compensation and benefits during the period of July 1, 2019 through June 30, 2022.

RECOMMENDATION: Approve the attached resolution.

FUNDING: Funding for these changes are included in the proposed 2019-2020 budget.

BACKGROUND: Employees designated as Senior Executives, formerly referred to as Appointed and Confidential Department Heads, are not represented formally in matters of wages and benefits. Their pay and benefits are established through direct discussion between the County Executive Officer and each Senior Executive as well as a Compensation and Benefits Summary approved by the Board of Supervisors. The current Compensation and Benefits Summary expires on June 30, 2019. The revisions to the Compensation and Benefit Summary (attached) mirror the negotiated agreements with other bargaining units, including the Management Employees' Association and Deputy District Attorney/Deputy Public Defender's Association, as well as the provisions of the Compensation and Benefits Summary for Confidential employees. It is prudent to be consistent with changes in compensation and benefits to preserve internal equity. The significant changes to this Summary are as follows:

- A three-year term beginning July 1, 2019 through June 30, 2022;
- Senior Executives will receive general increases during the term of 2.0% in July of 2019, 3.0% in July of 2020 and 2.0% in July of 2021; equity increases range from 0.0% to 6.0% over the three year term, based on market survey data;
- Longevity pay has been modified stating Senior Executives with five (5) or more years of Senior Executive (Department Head) level service shall receive 2.5% Senior Executive longevity differential.

- The Management Benefit Allowance has increased from \$800 annually to \$1000

There are no new increases to PERS retirement plan contributions by Senior Executives as this group of employees already contributes the full value of employee contributions for PERS costs, per previous Board direction (2012).

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

Item Initiated and Approved by: Steven Rose, Director of Human Resources and Mali Dyck, Assistant County Executive Officer

Submitted Date: May 15, 2019