



# RESOLUTION No. 25-575

## OF THE BOARD OF SUPERVISORS OF THE COUNTY OF NEVADA

### RESOLUTION AMENDING THE NEVADA COUNTY PERSONNEL CODE SECTIONS 6.6 (NEW), 14.1, 14.5, 18.2, 21.5, 21.6, 21.7, 21.9, 21.10, 21.16, 24.2, P-3, P-4, AND P-10

WHEREAS, the County adopted a comprehensive revised Personnel Code at their December 11, 2018 meeting, per Resolution 18-591; and

WHEREAS, the County adopted subsequent revisions to the Personnel Code by Resolutions 19-602, 20-264, 20-439, 21-111, 21-494, 23-138, 23-482, 24-230; and

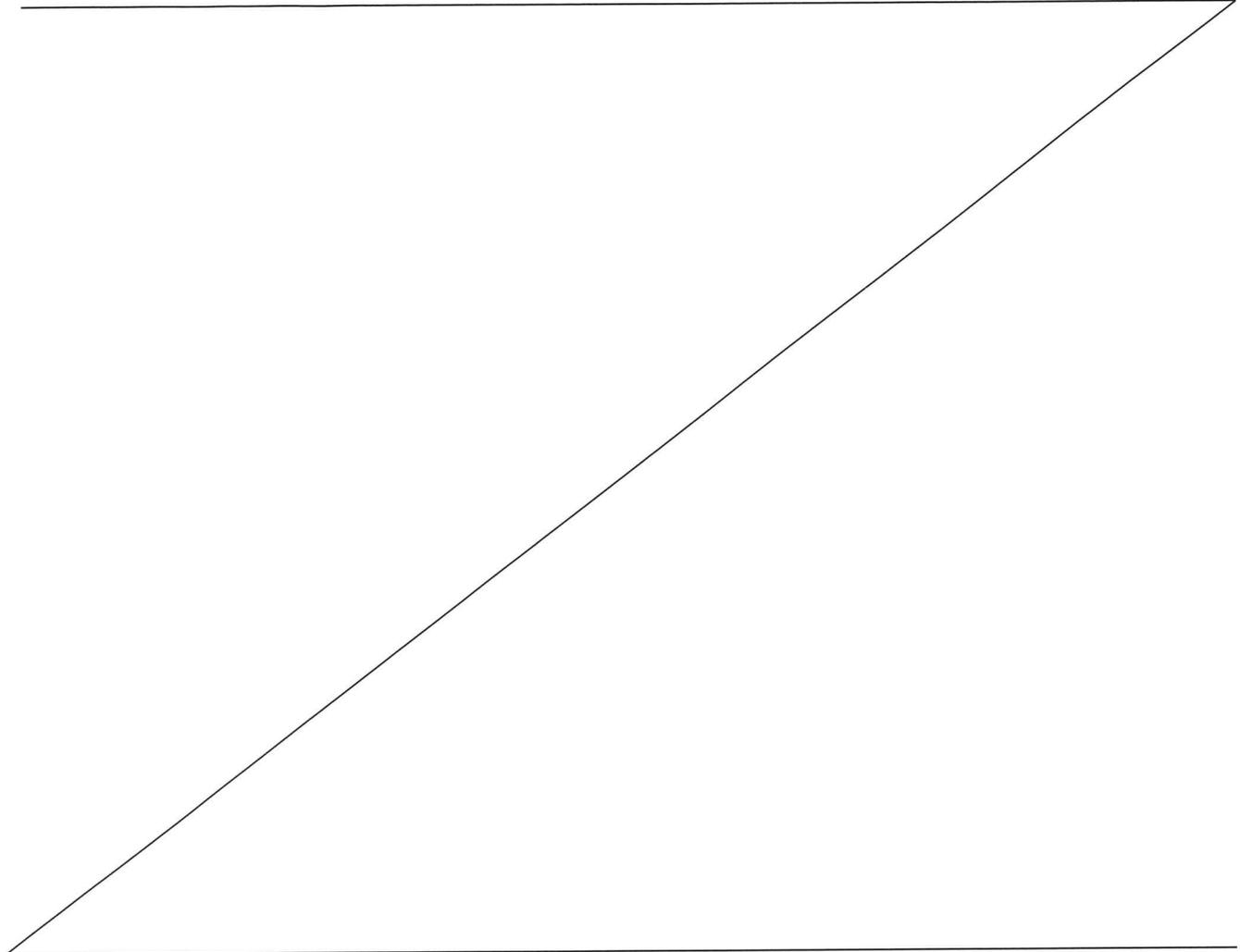
WHEREAS, the County is interested in maintaining effective human resources policies and procedures that comply with federal and state regulations that meet the service needs of the County; and

WHEREAS, the County is committed to providing employees with fair and understandable policies and rules; and

WHEREAS, legal and business process changes necessitate revisions to the Personnel Code sections 6.6 (new), 14.1, 14.5, 18.2, 21.5, 21.6, 21.7, 21.9, 21.10, 21.16, 24.2, P-3, P-4, and P-10; and

WHEREAS, bargaining units met and conferred over Section 6.6, as outlined in Exhibit A, and had no objections.

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board of Supervisors of the County of Nevada, State of California, that the revision to the Nevada County Personnel Code, effective December 16, 2025, is approved in substantially the same form as reflected by the clean language attached hereto in Exhibit A.



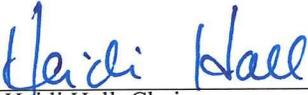
PASSED AND ADOPTED by the Board of Supervisors of the County of Nevada at a regular meeting of said Board, held on the 16th day of December 2025, by the following vote of said Board:

- Ayes: Supervisors Heidi Hall, Robb Tucker, Lisa Swarthout, Susan Hoek, and Hardy Bullock.
- Noes: None.
- Absent: None.
- Abstain: None.
- Recuse: None.

ATTEST:

TINE MATHIASSEN  
Chief Deputy Clerk of the Board of Supervisors

By: 

  
Heidi Hall, Chair

## EXHIBIT A

### Personnel Code Legal Updates and Proposed Changes 2025

Item	Section	Proposed Change
1	6.6 Recruitment Incentive	Adds a new section to this chapter pertaining to recruiting incentives. Takes what's been in side letter fashion and regularizes it by placement in PC.
2	14.1: POST Training Incentive Pay	Unnecessary in PC because it is listed in applicable MOUs.
3	14.5: Confidential Differential	Adds language to clarify pay differential increase is 5% of base salary. Need to clarify in order for it to be reportable to PERS.
4	18.2.i: Causes of discipline	Adds language to include discrimination and status protected by state or federal law. Complies with law.
5	21.5.d: Sick leave	Delete d entirely. Employees accrue sick leave at the beginning of employment. Outdated section has been removed.
6	21.5.m: Sick Leave	Adds: "Designated person" and description of who that is. Complies with law.
7	21.5.m: Sick Leave	Adds language to clarify use of sick leave in cases of domestic violence. Complies with law.
8	21.6.a: Pregnancy Leave	Changes language to say "an employee" instead of "female employee." Complies with law.
9	21.7: Reproductive Loss Leave	Adds language about use of leave for reproductive loss. Complies with law.
10	21.9: Military Leave	Changes language to clarify use of leave for military purposes. Complies with law.
11	21.10.B.c: Court/Jury Duty	Adds language about use of leave for court/legal purposes due to domestic violence. Complies with law
12	21.16: State Disability Insurance/Paid Family Leave Integration	Simplifies language.
13	24.2.C: Eligibility Restrictions on Coverage	Removed. Outdated, no longer applies to current employees.
14	P-3: Family and Medical Care Leave, Definitions	Language changed to align with FMLA and CFRA definitions, as well as for clarity. Complies with law.
15	P-4: Personnel files policy, 7.B: Public Information	Language added to better align with Public Records Act. Complies with law.
16	P-10: Policy against violence in the workplace	Add language about temporary restraining orders on behalf of the employee. Complies with law.