



COUNTY OF NEVADA

DEPARTMENT OF HUMAN RESOURCES

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NEVADA COUNTY BOARD OF SUPERVISORS

Board Agenda Memo

MEETING DATE: June 14, 2022

TO: Board of Supervisors

FROM: **Steve Rose, Director of Human Resources**

SUBJECT: Resolution Approving a Memorandum of Understanding with the Nevada County Management Employees' Association Representing the Management Employees' Association Representing the Management Employees' Bargaining Unit, Providing Changes in Compensation and Terms and Conditions of Employment During the Period of July 1, 2022, Through June 30, 2025, and Authorizing the County Executive Officer to Execute the Approved Documents

RECOMMENDATION: Adopt the attached Resolution.

FUNDING: Funding for this agreement is included in the proposed 2022-2023 budget.

BACKGROUND: In February of 2022, the County and Management Employees' Association ("MEA") entered into the collective bargaining process to negotiate a successor labor agreement to the agreement that was expiring on June 30, 2022. After five bargaining sessions the parties reached a tentative agreement on April 8, 2022. On May 5, 2022, the MEA 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, 2022, through June 30, 2025
- Employees will receive general increases each July of the term including increases of 3.0% in July of 2022, 2.0% in July of 2023 and 3.0% in July of 2024

- Employees will receive equity increases each July of the term including increases of 2.0% in July of 2022, 3.0% in July of 2023 and 2.0% in July of 2024
- Certain position classifications in this Unit will receive additional equity or recruitment/retention adjustments in line with salary survey and employment data as identified in addendum A of the MOU
- Healthcare calculations based on the average plans offered by CalPERS
- PLP cap raised to 450 hours
- PLP cash out increased to 60 hours per year
- Retiree Health reduced for new hires
- Basic Life Insurance increased to \$50,000

The agreement currently covers approximately 70 employees in the Management Employees' Association Bargaining Unit. The negotiations between the County and the MEA bargaining teams were constructive and professional.

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