

# COUNTY OF NEVADA

## DEPARTMENT OF HUMAN RESOURCES

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### NEVADA COUNTY BOARD OF SUPERVISORS

#### Board Agenda Memo

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**MEETING DATE:** June 24, 2025

**TO:** Board of Supervisors

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

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

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**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 Deputy Sheriffs' Association ("DSA") entered into the collective bargaining process to negotiate a successor labor agreement to the agreement that was expiring on June 30, 2025. After eleven bargaining sessions the parties reached a tentative agreement on May 15, 2025. On May 29, 2025, the DSA 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: 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%, in the second year the increase is 1% and in the third year the increase is 2%
- Education Incentives increase by \$25 per month for AA/BA starting in July, 2026
- Longevity of 1.5% at 10 years effective July 2026 and an additional 1% effective July 2027, for a total of 2.5% at 10 years

The agreement currently covers approximately 48 employees in the Deputy Sheriff's Association Bargaining Unit. The negotiations between the County and DSA bargaining teams were constructive and professional.

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