

**SIDE LETTER OF AGREEMENT
BETWEEN THE
COUNTY OF NEVADA
AND
SHERIFF'S MANAGEMENT ASSOCIATION**

To address compaction issues within the Nevada County Sheriff's Office, the parties agree to the following:

Effective 24/25, the salaries for the classifications in this unit shall be increased additionally as follows:

District Attorney Investigator	2.02%
Chief District Attorney Investigation	2.02%
Sheriff Sergeant	2.02%
Sheriff Lieutenant	6.70%
Sheriff Captain	7.77%

This will result in placement at the following internal salary ranges:

District Attorney Investigator	273
Chief District Attorney Investigation	308
Sheriff Sergeant	287
Sheriff Lieutenant	317
Sheriff Captain	347

The terms of this side letter are in addition to the terms agreed to and memorialized by the parties in a May 2023 side letter, except that this side letter supersedes Section 2 of the May 2023 side letter and that section is hereby void. The May 2023 side letter is attached.

The parties agree that the terms of this side letter are incorporated in the existing MOU by specific reference.

SHERIFF'S MANAGEMENT ASSOCIATION

COUNTY OF NEVADA

BY: *Bhavendeep Atwal*
BHAVENDEEP ATWAL
Mastagni Holstedt PC

BY: *Alison Lehman*
ALISON LEHMAN
County Executive Officer

BY: *Russell Greene*
RUSSELL GREENE
Lieutenant, Nevada County Sheriff's Office

**SIDE LETTER OF AGREEMENT BETWEEN THE
COUNTY OF NEVADA
AND
SHERIFF'S MANAGEMENT ASSOCIATION**

To address current and future compaction issues within the Nevada County Sheriff's Office, the parties agree to the following:

1. Salary Steps

Effective the first full pay period after the date of the last signature to this agreement:

- a. The salary range for the Sergeant classification shall be set at range 277:

Range	Step A	Step B	Step C	Step D	Step E
277	8,208.15	8,627.92	9,069.15	9,532.95	10,020.47

- b. All employees in the Sergeant classification shall be moved to the step lower than their current step. For example, sergeants at Step E prior to the implementation of this side letter shall be placed at Step D; sergeants at Step D prior to the implementation of this side letter shall be placed at Step C; sergeants at Step C prior to the implementation of this side letter shall be placed at Step B; sergeants at Step B prior to the implementation of this side letter shall be placed at Step A.

Effective 23/24, the salary range for the Sergeant classification shall be increased by an additional three percent (3%), for a total increase of five percent (5%);

Effective 24/25, the salary for all classifications in this unit shall be increased by a three percent (3%) COLA adjustment and a one percent (1%) equity adjustment for a total of four percent (4%).

2. Salary Upon Promotion

For the term of this agreement only, employees promoted into the classification of Sergeant shall be appointed to that step in the higher salary range which is the closest step that will result in an increase to the employee's salary; provided that in no event shall the new salary be higher than the maximum of the salary range of the class to which the employee is promoted.

Upon request by the Sheriff's Management Association, the parties agree to meet at least on one occasion during September 2023 and upon subsequent request, in February or March 2024, to discuss compaction issues relevant to SMA.

3. Health

The following is added to the Memorandum of Understanding at Article 4.4, subsection (b):

4. Cafeteria Allowance – Beginning January 1, 2025

- a. **Medical Insurance:** Employees participating in employee only benefits shall

receive a Cafeteria Plan Allowance towards medical benefits that is equal to the medical premium cost for the plan chosen by the employee or the average premium cost of all health plans offered in CalPERS Medical Region 1 (excluding out of state plans), whichever is less, minus the amount of the County's contribution towards medical insurance set forth in Section 4.3 of this Article.

The County contribution for "Employee plus one" coverage and "Employee plus two or more" coverage for medical premium cost for the plan chosen by the employee or eighty percent (80%) of the average premium cost of all health plans offered in CalPERS Medical Region 1 (excluding out of state plans), whichever is less, minus the amount of the County's contribution towards medical insurance set forth in Section 4.3 of this Article.

- b. **Dental and Vision:** The County will pay 100% of the premium cost for dental and vision plans for the "Employee Only" level of coverage. The County will pay eighty percent (80%) of the premium cost for dental and vision plans for "Employee plus one" and "Employee plus two or more" levels of coverage.

4. Term

The term of the parties' existing memorandum of understanding shall be extended to June 30, 2025.

The parties agree that the terms of this side letter are incorporated in the existing MOU by specific reference.

SHERIFF'S MANAGEMENT ASSOCIATION COUNTY OF NEVADA

BY: 
BHAVENDEEP ATWAL

BY: 
ALISON LEHMAN
County Executive Officer


BY: _____
SEAN SCALES