

# COUNTY OF NEVADA

## DEPARTMENT OF HUMAN RESOURCES

Eric Rood Administrative Center  
950 Maidu Avenue  
Nevada City, CA 95959  
(530) 265-7010  
[www.mynevadacounty.com](http://www.mynevadacounty.com)

### NEVADA COUNTY BOARD OF SUPERVISORS

#### Board Agenda Memo

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**MEETING DATE:** October 13, 2020

**TO:** Board of Supervisors

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

**SUBJECT:** Resolution Amending Nevada County Personnel Code  
Section 5.3.C.1

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**RECOMMENDATION:** Approve the attached resolution.

**FUNDING:** N/A

**BACKGROUND:** The Board of Supervisors adopted a comprehensively revised Nevada County Personnel Code on December 11, 2018, per Resolution 18-591, which was subsequently amended by Resolutions 19-602 and 20-264.

In furtherance of promoting the well-being and productivity of the County workforce, an Employee Assistance Program (EAP) has been made available to all permanent County employees, which provides help, support and services related to a variety of issues including, but not limited to, family and other personal matters, child and eldercare referral assistance, financial advising, legal services, and health and wellness resources.

It has been determined that it is in the County's best interest to offer the support and services available through the EAP program to temporary County employees, as their well-being and productivity is essential to County operations. Therefore, it is recommended that Section 5.3.C.1 of the Nevada County Personnel Code, which addresses the County's policy regarding salary and benefits for temporary employees, be amended to include the provision allowing temporary employees' access to the Employee Assistance Program while employed with the County.

The meet and confer requirement with our employee organizations has been completed and the proposed changes have been finalized for the Board of Supervisors' consideration.

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The attached Personnel Code provides the specific revisions to the language for adoption and finalization by the Board of Supervisors.

Your consideration of this matter is appreciated.

Initiated by: Nancy Haffey, Senior Management Analyst  
Approved by: Steven Rose, Director of Human Resources

Attachments: Resolution Amending Personnel Code Section 5.3.C.1; Exhibit A-Personnel Code Section 5.3.C.1