



**NEVADA
COUNTY**
CALIFORNIA

DEPARTMENT OF HUMAN RESOURCES
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NEVADA COUNTY BOARD OF SUPERVISORS
Board Agenda Memo

MEETING DATE: May 28, 2024
TO: Board of Supervisors
FROM: **Steven Rose, Director of Human Resources**
SUBJECT: Resolution Amending the Nevada County Personnel Code Sections 2.0, 10.1, 20.1, 21.5, 21.7, P-1, P-2, and P-9.

RECOMMENDATION: Approve the attached resolution.

FUNDING: N/A

BACKGROUND: The Personnel Code promulgates effective human resources policies and procedures that comply with federal and state regulations and the service needs of Nevada County. When regulations change or new business processes are enacted, a revision to the Personnel Code is triggered.

The modifications we bring to you today are in eight sections of the Personnel Code. The eight sections include; the addition of a Limited Term Appointment definition with term limit of 2-years (2.0); ArmyPAYS candidates, former homeless and former foster youth candidates are provided an opportunity for a job interview if they are on an eligibility list for an opening (10.1); limited term employees, during a layoff, shall be laid off before probationary employees (20.1); temporary employees may use sick leave beginning the first day of hire and policy increases the amount of sick leave hours that temporary employees receive, and are entitled to use and carry over in a fiscal year, and when rehired within one-year there is increased number of hours reinstated (21.5, SB 616); eligible employees are provided with reproductive loss leave rights and to up to 5 days of time off for failed adoption, surrogacy, miscarriage, stillbirth, or unsuccessful assisted reproduction (21.7, SB 848); language has been added that prohibits discrimination against an employee or applicant based on a person's use of cannabis off the job and away from the workplace (P-1 and P-2, AB 2188); non-psychoactive metabolite cannabis testing is prohibited except for DOT/FTA positions and only pre-employment alcohol test County-defined safety sensitive positions (P-9, AB 2188).

Exhibit A, attached, provides the specific revisions to the policy sections for adoption and finalization by the Board of Supervisors. Exhibit B, also attached, provides the final, clean language. Your consideration of this matter is appreciated.

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