

**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:** May 26, 2020

**TO:** Board of Supervisors

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

**SUBJECT:** RESOLUTION ADOPTING A SUCCESSOR MEMORANDUM OF UNDERSTANDING WITH THE MANAGEMENT EMPLOYEE'S ASSOCIATION, PROVIDING CHANGES IN COMPENSATION AND TERMS AND CONDITIONS OF EMPLOYMENT DURING THE PERIOD OF JULY 1, 2020 THROUGH JUNE 30, 2022

**RECOMMENDATION:** Adopt the attached resolution

**FUNDING:** The funding for this agreement is built into the proposed department budgets for Fiscal Year 20/21

**BACKGROUND:**

In February of 2020, the County and the Management Employees' Association entered into the collective bargaining process to negotiate a successor labor agreement to the agreement that is expiring on June 30, 2020. After four bargaining sessions, the parties reached a tentative agreement. The tentative agreement has been incorporated into a Memorandum of Understanding; attached for review. The significant provisions of the successor labor agreement include:

- A 2-year term, beginning July 1, 2020 through June 30, 2022;
- Employees will receive general and equity increases during the term including general increases of 3.0% in July of 2020, and a 2.0% in July of 2021;
- Converting previously agreed-to Side Letters of Agreement into the body of the MOU.

The agreement currently covers approximately 68 employees in the Management bargaining unit. These negotiations were very cordial and professional.

Your consideration of this matter is appreciated, and approval of the resolutions is recommended.

Respectfully submitted,

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

Submitted Date: April 29, 2020