

# 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 Nevada County Management Employees' Association Representing the Management Employees' Bargaining Unit, Providing Changes in Compensation and Terms and Conditions of Employment During the Period of July 1, 2025 Through June 30, 2028, and Authorizing the County Executive Officer to Execute the Approved Documents

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**RECOMMENDATION:** Adopt the attached Resolution.

**FUNDING:** Funding for this agreement is included in the proposed 2025-2026 budget.

**BACKGROUND:** In February of 2025, the County and Management Employees' Association ("MEA") entered into the collective bargaining process to negotiate a successor labor agreement to the agreement that was expiring on June 30, 2025. After eight bargaining sessions the parties reached a tentative agreement on May 14, 2025. On May 16, 2025, the MEA 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 including increases of 2.0% in July of 2025, 3.0% in July of 2026 and 2.0% in July of 2027
- Employees will receive equity increases each July of the term including increases of 2.0% in July of 2025, 1.0% in July of 2026, and 1.5% in July of 2027
- Certain position classifications in this Unit will receive additional equity or recruitment/retention adjustments in line with salary survey data as identified in addendum A of the MOU
- PLP accrual rate increased
  - Years 0 through five: From 165 hours per year to 189 hours per year
  - Years six through ten: From 192 hours per year to 216 hours per year
  - Years eleven plus: From 200 hours per year to 224 hours per year
- 1 additional floating holiday given annually for a total of 3 floating holidays per year, up from 2

- MEA employees pursuing a graduate or doctoral degree, upon completion of the degree, will have one third of their tuition forgiven upon each year of service after graduation, max 3 years

The agreement currently covers approximately 85 employees in the Management Employees' Association Bargaining Unit. The negotiations between the County and the MEA bargaining teams were constructive and professional.

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