

**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 14, 2016

**TO:** Board of Supervisors

**FROM:** Charlie Wilson, Director of Human Resources  
Alison Lehman, Assistant County Executive Officer

**SUBJECT:** Resolution approving a revised Compensation and Benefits Summary for Senior Executives of the County, providing changes in compensation and benefits during the period of July 1, 2016 through June 30, 2019.

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**RECOMMENDATION:** Approve the attached resolution.

**FUNDING:** Funding for this agreement is included in the proposed 2016-2017 budget.

**BACKGROUND:** Employees designated as Senior Executives, formerly referred to as Appointed and Confidential Department Heads, are not represented formally in matters of wages and benefits. They have their pay and benefits established through direct discussion between the County Executive Officer and each Senior Executive as well as a Compensation and Benefits Summary approved by the Board of Supervisors. The current Compensation and Benefits Summary expires on June 30, 2016. The revisions to the Compensation and Benefit Summary (attached) mirror the negotiated agreements with other bargaining units, including the Management Employees' Association and Deputy District Attorney/Deputy Public Defender's Association, as well as the provisions of the Compensation and Benefits Summary for Confidential employees. It is prudent to be consistent with changes in compensation and benefits to preserve internal equity. The significant changes to this Summary are as follows:

- A three year term beginning July 1, 2016 through June 30, 2019;
- Senior Executives will receive general increases during the term of 3.0% in July of 2016, 3.0% in July of 2017 and 2.0% in July of 2018;
- The formula for sharing costs of dependent health insurance coverage will change effective with the 2017 calendar year to an eighty percent/twenty percent (80%/20%) cost share.

The revised Summary also includes “clean up” language, none of which provides increases to compensation or benefits. There are no new increases to PERS retirement plan contributions by Senior Executives as this group of employees already contributes the full value of employee contributions for PERS costs, per previous Board direction (2012).

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

**Item Initiated and Approved by:** Charlie Wilson, Director of Human Resources and Alison Lehman, Assistant County Executive Officer

Submitted Date: May 25, 2016