

COUNTY OF NEVADA

DEPARTMENT OF HUMAN RESOURCES

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NEVADA COUNTY BOARD OF SUPERVISORS

Board Agenda Memo

MEETING DATE: June 25, 2024

TO: Board of Supervisors

FROM: Steven Rose, Director of Human Resources

SUBJECT: Resolution Approving a Memorandum of Understanding with the Deputy District Attorney/Deputy Public Defender Association representing DDA/DPD Bargaining Unit employees, Providing Changes in Compensation and Terms and Conditions of Employment During the Period of July 1, 2024 and June 30, 2027.

RECOMMENDATION: Adopt the attached Resolution.

FUNDING: Funding for this agreement is included in the proposed 2024-2025 budget.

BACKGROUND: In February of 2024, the County and Deputy District Attorney/Deputy Public Defender Association entered into the collective bargaining process to negotiate a successor labor agreement to the agreement that was expiring on June 30, 2024. After five bargaining sessions the parties reached a tentative agreement on May 1, 2024. On June 6, 2024 DDA/DPD 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, 2024 through June 30, 2027;
- Employees will receive general increases each July of the term including increases of 3.0% in July of 2024, 2.0% in July of 2025 and 3.0% in July of 2026.
- Effective the first full pay period after July 1, 2024, the classifications of Attorney I & II shall receive an equity salary increase of two percent (2%) and the classifications of Attorney III and Supervising Attorney shall receive an equity salary increase of three percent (3%).

- Effective the first full pay period after July 1, 2025, the classifications in this bargaining Unit shall receive an equity salary increase 3%.
- Effective the first full pay period after July 1, 2026, the classifications in this bargaining Unit shall receive an equity salary increase 3%.
- Employees with over six months of service as shall receive an additional one-time allotment of twenty hours of administrative leave.
- Healthcare calculations based on the average plans offered by CalPERS.
- Longevity pay has increased and provided at 7 or more years of service (previously 10 or more years).
- Adjusted Acting Pay verbiage and length of time.
- County agrees to meet and discuss Deferred Compensation.

The agreement currently covers approximately 18 employees in the Deputy District Attorney/Deputy Public Defender bargaining unit. The negotiations between the County and DDA/DPD bargaining teams were constructive and professional.

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

Submittal Date: June 12, 2024

Revision Date: