

COUNTY OF NEVADA
DEPARTMENT OF HUMAN RESOURCES

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NEVADA COUNTY BOARD OF SUPERVISORS
Board Agenda Memo

MEETING DATE: June 11, 2019

TO: Board of Supervisors

FROM: Steven Rose, Director of Human Resources
Mali Dyck, Assistant County Executive Officer

SUBJECT: Resolution approving a successor Memorandum of Understanding with the Deputy Sheriff's Association, representing the Deputy Sheriff's Association Bargaining Unit, providing changes in compensation and terms and conditions of employment during the period of July 1, 2019 through June 30, 2022.

RECOMMENDATION: Approve the attached resolution.

FUNDING: Funding for these changes are included in the proposed 2019-2020 budget.

BACKGROUND: In February of 2019, the County and the Deputy Sheriff's Association entered into the collective bargaining process to negotiate a successor labor agreement that originally was set to expire in June of 2019. After two bargaining sessions the parties reached a tentative agreement on March 22, 2019. The tentative agreement, along with Side Letters of Agreement, has been incorporated into a Memorandum of Understanding and is attached for review. The significant provisions of the successor labor agreement include:

- A three-year term beginning July 1, 2019 through June 30, 2022;
- Employees will receive general and equity increases during the term of 3.0% in July of 2019, 4.0% in July of 2020 and 4.0% in July of 2021;
- POST Certification pay has been modified from a flat dollar amount to a percentage:
Intermediate POST from \$150 to 2.5%
Advanced POST from \$250 to 5%
- Clothing allowance has been clarified and employees assigned to Major Crimes for the first time have been allotted an increase to an initial \$750 upon appointment to the assignment.

- The Discipline Section has been modified to mirror the newly revised Personnel Code Section 18.2.

The agreement covers approximately 42 employees, all sworn safety staff members. These negotiations were very cordial and professional.

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

Item Initiated and Approved by: Steven Rose, Director of Human Resources and Mali Dyck, Assistant County Executive Officer

Submitted Date: May 15, 2019