



County of Nevada
Department of Human Resources
Eric Rood Administrative Center
950 Maidu Avenue
Nevada City, CA 95959
Ph: 530-265-7010 Fx: 530-265-9841
www.mynevadacounty.com/hr

NEVADA COUNTY BOARD OF SUPERVISORS
Board Agenda Memo

MEETING DATE: May 26, 2020
TO: Board of Supervisors
FROM: **Steve Rose, Director of Human Resources**
SUBJECT: Resolution Accepting and Approving a Side Letter of Agreement Between Stationary Engineers Local 39 Professional Unit and County of Nevada Authorizing Freon and Pesticide Differential Pay of 2.5% for Eligible Employees

RECOMMENDATION: Approve the attached resolution.

FUNDING: Funding is available in 19-20 departmental budgets.

BACKGROUND: Stationary Engineers, Local 39, represents both the General bargaining unit and the Professional bargaining unit. The County discovered that the Professional Unit Memorandum of Understanding (MOU) did not provide a 2.5% special pay allowance for employees who, during the course of their regular employment, applied Freon or pesticide, and who maintained a current certificate indicating readiness to handle these materials safely. Certain Professional bargaining unit job classifications routinely handle and apply pesticides in the course of their duties. Certificates which evidence achievement in education surrounding the safe use, handling, application, and storage of pesticides are maintained by staff members assigned to work with pesticides. The General bargaining unit MOU does provide a 2.5% special pay allowance for employees who, during the course of their regular employment, use or handle Freon or pesticides. The 2.5% special pay allowance is considered by CalPERS as special compensation.

The County entered into a side letter of agreement with the Professional bargaining unit to add a special pay allowance of 2.5% for use of Freon and/or pesticide in the course of work in December 2019. Approval of the 2.5% special pay allowance to the Professional bargaining unit by the Board of Supervisors is required for the special pay allowance to be considered by CalPERS as special compensation. We seek your approval of this item in order that there is parity in both units, General and Professional, on this special pay provision.

Item Submitted by: Steve Rose, Director of Human Resources

Submittal Date: May 14, 2020

Revision Date: