

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: Steve Rose, Human Resources Director

SUBJECT: Resolution Approving the Compensation and Benefits Summary for Confidential 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 fiscal year budget.

BACKGROUND: Employees designated as Confidential Employees are not represented formally in matters of wages and benefits and have their pay and benefits established through direct discussion between the County Executive Office, Human Resources and Employees, as well as a Compensation and Benefits Summary approved by the Board of Supervisors. The current Compensation and Benefits Summary expires effective June 30, 2024.

The compensation and benefits provided to our approximately 34 Confidential employees, who perform in unique capacities defined by our Personnel Code, must be sensitive to the bargained provisions of labor agreements which include positions with like minimum qualifications, breadth and scope of responsibility and supervisorial/managerial duties. While many such comparisons are made to positions in the Management unit, comparisons are also made to several other bargaining groups. 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.

- Classifications in this Unit received equity or recruitment/retention adjustments in line with salary survey and employment data of 1% in 2024, 1% in 2025 and 1% in 2026.
- The following equity adjustments shall be provided in the first full pay period of July in each of the fiscal years as specified below:

Title	24/25	25/26	26/27
Accountant Auditor I/II	2%	2%	2%
Accounting Technician	1%	1%	1%
Assistant County Counsel	3%	2%	2%
Attorney III-Civil	1%	1%	2%
Assistant Auditor-Controller	1%	1%	
Senior Office Assistant	2%	1%	1%
Undersheriff	3%	3%	2%

- Adjusted Acting Pay verbiage and length of time.
- Safety Management Compensation, Safety Retirement and the Unused Safety Management Sick Leave language has been added.
- Three floating holidays upon hire, removed 10-year requirement for granting the 3rd floating holiday.
- Educational reimbursement repayment language updated to include prorated repayment structure.
- Employees may cash out up to 60 hours of Personal Leave or Vacation per year.

The agreement currently covers approximately 34 employees in the Confidential Employee unit.

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

Submittal Date: June 13, 2024

Revision Date: June 18, 2024