

# COUNTY OF NEVADA

## DEPARTMENT OF HUMAN RESOURCES

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May 10, 2017

Honorable Board of Supervisors  
Eric Rood Administrative Center  
950 Maidu Avenue  
Nevada City, CA 95959

**DATE OF MEETING:** May 23, 2017

**SUBJECT:** Resolution approving a successor Memorandum of Understanding for the Probation Peace Officers' Unit consistent with the tentative agreement reached between the parties on May 2, 2017.

**FUNDING:** Funding for this agreement is included in the proposed 2017-2018 budget.

**RECOMMENDATION:** Adopt the attached resolution.

**BACKGROUND:** In February of 2017, the County and the Nevada County Probation Peace Officers' Association entered into the collective bargaining process to negotiate a successor labor agreement to the agreement that is expiring on June 30, 2017. After six bargaining sessions, the parties reached a tentative agreement. The tentative agreement has been incorporated into a Memorandum of Understanding and is attached for review. The significant provisions of the successor labor agreement include:

- A 3-year term, beginning July 1, 2017 through June 30, 2020;
- Employees will receive general and equity increases during the term including general increases of 3.0% in July of 2017, 2.0% in July of 2018 and 2.0% in July of 2019;
- Employees opting to not participate in County-sponsored health insurance will have an increase in the cash-in-lieu benefit to equal other bargaining units;
- Clarified contract language regarding involuntary transfers.

The agreement currently covers 17 employees in the Probation bargaining unit. These negotiations were very cordial and professional.

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

Respectfully submitted,

Charlie Wilson  
Human Resources Director

Alison Lehman  
Assistant County Executive Officer