



**County of Nevada**  
**Department of Human Resources**

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**NEVADA COUNTY BOARD OF SUPERVISORS**  
**Board Agenda Memo**

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**MEETING DATE:** June 12, 2018

**TO:** Board of Supervisors

**FROM:** **Seth Schapiro, Director of Human Resources**

**SUBJECT:** Resolution Approving a Memorandum of Understanding with the Stationary Engineers Local 39, Representing the Professional Bargaining Unit, Providing Changes in Compensation and Terms and Conditions of Employment during the Period of July 1, 2018 and June 30, 2021.

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**RECOMMENDATION:** Adopt the attached Resolution.

**FUNDING:** Funding for this agreement is included in the proposed 2018-2019 budget.

**BACKGROUND:** In February of 2018, the County and Stationary Engineers Local 39 entered into the collective bargaining process to negotiate a successor labor agreement to the agreement that was expiring on June 30, 2018. After eleven bargaining sessions the parties reached a tentative agreement on April 23, 2018. On May 18, 2018 Local 39 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, 2018 through June 30, 2021;
- Employees will receive general increases each July of the term including increases of 2.0% in July of 2018, 2.0% in July of 2019 and 3.0% in July of 2020.
- Select position classifications in this Unit received equity or recruitment/retention adjustments in line with salary survey and employment data; the weighted average of these increases in the first year of the agreement is 1.86%; 1.05% in the second year and 0.13% in the third year.

The agreement currently covers approximately 90 employees in the Professional bargaining unit. The negotiations between the County and Local 39 bargaining teams were constructive and professional.

**Item Initiated and Approved by: Seth Schapiro, Director of Human Resources**

Submittal Date: May 23, 2018

Revision Date: