



County of Nevada
Department of Human Resources

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NEVADA COUNTY BOARD OF SUPERVISORS
Board Agenda Memo

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 Sheriff's Management Association, Representing the Safety Supervisory and Management Employees' Bargaining Unit, Providing Changes in Compensation and Terms and Conditions of Employment during the Period of July 1, 2018 and June 30, 2021.

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 Sheriff's Management Association entered into the collective bargaining process to negotiate a successor labor agreement to the agreement that was expiring on June 30, 2018. After six bargaining sessions the parties reached a tentative agreement on April 3, 2018. On April 6, 2018 SMA 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; in the first year of the agreement the increase is 1%; and it is 2% in the second year.

The agreement currently covers approximately 22 employees in the Safety and Management Employees' bargaining unit. The negotiations between the County and SMA bargaining teams were constructive and professional.

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

Submittal Date: May 23, 2018

Revision Date: