



**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 Summary of Benefits with the Unrepresented Confidential Employees 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:** Employees designated as Confidential Employees are not represented formally in matters of wages and benefits but 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, 2018.

The compensation and benefits provided to our approximately 28 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. To prepare for the expiration of the current Summary, a salary survey was conducted for market analysis and internal assessments were conducted to determine if improved congruence with similar positions was required. Taking into account these factors, as well as the negotiated changes by other units, the following changes are recommended for an updated Compensation and Benefits Summary for our Confidential employees.

The significant changes to this Summary are as follows:

- The term of the Compensation and Benefits Summary will be for three years, July 1, 2018 to June 30, 2021;
- Employees will receive general increases of 2.0% in July of 2018, 2.0% in July of 2019 and 3.0% in July of 2020;
- Equity adjustments varying by individual classification, ranging from 1% to 3%, over the three-year term.

Your consideration of this matter is appreciated and adoption of the resolution is recommended.

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

Submittal Date: May 25, 2018

Revision Date: