

# 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:** July 23, 2019

**TO:** Board of Supervisors

**FROM:** Steven Rose, Director of Human Resources

**SUBJECT:** Resolution Amending Resolution 00-172 Regarding Compensation for the Nevada County Deputy Sheriff Reserve Classification Series

**RECOMMENDATION:** Approve the attached resolution.

**FUNDING:** Funding for these changes are included in the Sheriff's Office 2019-2020 budget.

**BACKGROUND:** The Board of Supervisors established a Deputy Sheriff Reserve Unit on July 5, 1978 by Resolution 78-203. Deputy Sheriff Reserve Officers classifications were designed to provide a temporary workforce of Officers available to be drawn upon as contingencies demanded.

The Board of Supervisors established a three-tier pay structure for the Reserve Officers in 1998 (Resolution 98-557) which resulted in Reserve Deputy Sheriff I, II and III classifications being paid 10% apart (i.e., Reserve Deputy I was paid equal to regular Deputy Sheriff I, step A. Reserve Deputy II was paid 10% lower than level I, and Reserve Deputy III was paid 10% lower than level II.) Reserve Officer designations place level I at the top, level II in the middle, and level III at the bottom of the duties and pay spectrum, per POST tradition.

Board of Supervisors Resolution 99-16 amended the salary rates for Reserve Deputy I, II and III positions. The amendment was designed keep pace with the adjustment (increase) given to the regular Deputy Sheriff I pay rate.

Board of Supervisors Resolution 00-148 reestablished the Reserve Unit, granting the Sheriff's Office the ability to hire Reserve Officers in excess of the original 1978 limit of 20 officers given approved budget. Resolution 00-148 stated that Reserve Officers would not be compensated. Resolution 00-172 amended Resolution 00-148 to once again provide for compensation for the Reserve Officers. Reserve Officers I, II and III were paid equal Deputy Sheriff I, step A; 10% less than Reserve level I, and 10% less than Reserve level II, respectively.

The Sheriff's Office at this time desires to amend the three-tiered structure. The Sheriff's Office has created a four-tier structure which serves the dual purpose of better aligning pay with

assigned duties as well as enabling the Sheriff's Office—through the reconfigured Reserve Deputy Sheriff II position--to market the Sheriff's vacancies.

The highlights of the changes in duties, minimum qualifications and pay rates are as follows:

- Four levels are created, replacing the prior three levels.
- A new level, IA, replaces the former level I. The level IA is fully capable of performing the duties of the Sheriff's Deputy I. The level IA is paid equal to step A of the Deputy Sheriff I pay range.
- The new level I has completed the POST Academy but has yet to receive the mandatory 400-hour Nevada County Sheriff's Office training. At this level, the Reservist is almost fully prepared to become a Reserve Deputy Sheriff IA but must progress through 400 hours of in-place training. The new level I is paid 25% lower than IA.
- The new level II is a Reserve Officer who can do limited duties and who has completed two out of three required POST Academy modules. The new level II is paid 25% lower than new level I. Encouraging level II Reservists to consider the County as a place of employment, for either Reserve Officer positions or for regular positions, is an effective way to help amplify not only our Reserve unit but also our applicant pool.
- The new level III is a Reserve Officer who can do limited duties not usually requiring law enforcement powers. A smaller percentage of the POST Academy training has been accomplished at this level. The new level III is paid 25% lower than new level II.

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

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

Submitted Date: July 5, 2019