

# COUNTY OF NEVADA

## DEPARTMENT OF HUMAN RESOURCES

Eric Rood Administrative Center  
950 Maidu Avenue  
Nevada City, CA 95959  
(530) 265-7010  
[www.mynevadacounty.com](http://www.mynevadacounty.com)

### NEVADA COUNTY BOARD OF SUPERVISORS

#### Board Agenda Memo

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**MEETING DATE:** November 12, 2019  
**TO:** Board of Supervisors  
**FROM:** Steve Rose, Director of Human Resources  
**SUBJECT:** Resolution Amending the Nevada County Personnel Code

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**RECOMMENDATION:** Approve the attached resolution.

**FUNDING:** N/A

**BACKGROUND:** The Board of Supervisors adopted a comprehensively revised Nevada County Personnel Code on December 11, 2018, per Resolution 18-591. Four sections of the Personnel Code require amendment. The four sections cover the topics of flexible work schedules, recruitment eligibility lists, conflict of interest, and tuition reimbursement.

The flexible work schedules section has been revised to expand the types of work schedules that may be worked by employees. The recruitment eligibility list section has been modified to include an alternative means for applicants with current or recent public agency employment experience and meeting qualification requirements to apply for positions, especially hard to fill positions such as Sheriff's Dispatcher and Deputy Sheriff. Pursuant to the conflict of interest section, employees will follow new guidelines with regard to employment outside of the County. Finally, employees pursuing higher education may elect to have tuition paid for up front or receive reimbursement after successful completion of the course(s).

The meet and confer requirement with our employee organizations has been completed and the proposed changes have been finalized for the Board of Supervisors' consideration. The attached Personnel Code provides the specific revisions to the language for adoption. Your consideration of this matter is appreciated.

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