



County of Nevada
Department of Human Resources
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NEVADA COUNTY BOARD OF SUPERVISORS

Board Agenda Memo

MEETING DATE: June 8, 2021

TO: Board of Supervisors

FROM: **Steve Rose, 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, 2021 and June 30, 2024.

RECOMMENDATION: Adopt the attached Resolution.

FUNDING: Funding for this agreement is included in the proposed 2021-2022 budget.

BACKGROUND: In April of 2021, 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, 2021. After four bargaining sessions the parties reached a tentative agreement on May 18, 2021. On May 19, 2021 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, 2021 through June 30, 2024;
- Employees will receive general increases each July of the term including increases of 2.0% in July of 2021, 2.0% in July of 2022 and 2.0% in July of 2023.
- Position classifications in this Unit receive equity or recruitment/retention adjustments in line with salary survey and employment data; in the first year of the agreement the increase is 2%. No equity adjustment is given in year two or three of the agreement.

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: Steve Rose, Director of Human Resources