

OFFICIAL RECORD
Requested By:
DC/HUMAN RESOURCES

Assessor's Parcel Number: N/A

Date: AUGUST 20, 2012

Recording Requested By:

Douglas County - NV
Karen Ellison - Recorder
Page: 1 of 3 Fee: 0.00
BK-0812 PG- 4827 RPTT: 0.00



Name: DARCY WORMS, HUMAN RESOURCES

Address: _____

City/State/Zip: _____

Real Property Transfer Tax: \$ N/A

THIRD MEMORANDUM OF UNDERSTANDING #2012.168

(Title of Document)

THIRD MEMORANDUM OF UNDERSTANDING

NO. 2012-168

to the

2012 AUG 20 AM 8: 53

**AGREEMENT between DOUGLAS COUNTY and the
DOUGLAS COUNTY EMPLOYEES' ASSOCIATION**

TED THUAN
CLERK

BY [Signature] DEPUTY

July 1, 2012- June 30, 2015

This Third Memorandum of Understanding revises Article 13 of the collective bargaining agreement (CBA) entered between Douglas County (Employer) and the Douglas County Employees' Association (Association) related to the donation of annual leave or compensatory time off (CTO) by an employee to another employee. Pursuant to Article 26, Section C, of the CBA, the parties amend Article 13 of the CBA by deleting the existing Article 13(I)—Catastrophic Leave—in its entirety and replacing it with the following two paragraphs:

I. Leave Donation.

Employees covered by this contract who require additional sick leave time due to an FMLA qualified illness or injury may request additional sick leave time through notification to the DCEA executive board. All donations to the requesting employee will only be donated from the donor's annual leave or CTO banks in one-hour increments and will be converted to a dollar amount at the hourly rate of the donor employee. The dollar amount of the donated time will then be recalculated based on the requesting employee's base rate of pay in order to determine the number of hours the donor's time represents to the requesting employee. Any donated time that is not used for an FMLA qualified illness or injury will be returned to all donors on a prorated basis after being recalculated.

No employee will receive more than 480 cumulative, donated hours in a rolling twelve-month period. The DCEA executive board is allowed to post an email on the County email system to all employees on behalf of an employee requesting donations of annual leave or CTO on behalf of an employee. The DCEA will submit the email to Human Resources for approval at least three (3) work days prior to being released to County employees.

FOR THE EMPLOYER:

[Signature]

Lee Bonner, Chairperson
Douglas County Commissioners

Dated: August 16, 2012

FOR THE ASSOCIATION:

[Signature]

Dominick Macaluso, President
Douglas County Employees'
Association

Dated: 7/31/12

COPY

CERTIFIED COPY

The document to which this certificate is attached is a full, true and correct copy of the original on file and on record in my office.

DATE: Aug 20 2012
[Signature] Clerk of the 9th Judicial District Court
of the State of Nevada, in and for the County of Douglas.
By [Signature] Deputy