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OFFICIAL RECORDS

Requested By
DC/HUMAN RESOURCES

DOUGLAS COUNTY RECORDERS
Karen Ellison - Recorder

Page: 1 of 3 Fee: \$ 0.00

Bk: 0713 Pg: 656



Deputy ar

Assessor's Parcel Number: N/A

Date: JULY 2, 2013

Recording Requested By:

Name: NORMA SANTOYO, HUMAN RESOURCES

Address: _____

City/State/Zip: _____

Real Property Transfer Tax: \$ N/A

FIFTH MEMORANDUM OF UNDERSTANDING/DCEA #2013.123

(Title of Document)

This page added to provide additional information required by NRS 111.312 Sections 1-2. (Additional recording fee applies)

This cover page must be typed or legibly hand printed.

FILED

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2013 JUL -2 AM 11: 57

FIFTH MEMORANDUM OF UNDERSTANDING
to the
AGREEMENT between DOUGLAS COUNTY and the
DOUGLAS COUNTY EMPLOYEES' ASSOCIATION
July 1, 2012- June 30, 2015

TED THUAN
CLERK
BY *[Signature]*
DEPUTY

This Fifth Memorandum of Understanding revises Article 7 of the collective bargaining agreement (CBA) entered between Douglas County (Employer) and the Douglas County Employees' Association (Association) related to the employees salary restoration. Pursuant to Article 26, Section C, of the CBA, the parties amend Article 7 of the CBA as follows:

A. Salaries and Pay for Performance.

The parties agree there will be no merit increase/top out pay during the period of July 1, 2012-June 30, 2015. Employees will receive evaluations from their supervisors utilizing the PMP system. All employees will receive a 4.0% salary reduction effective the first full pay period in July 2012. All employees hired while this agreement is in effect will be hired below the stated salary range reflecting the aforementioned salary reduction.

The purpose of the Pay for Performance plan is to recognize and reward employees who demonstrate motivation, performance above the standard scope of work, and efficiency, skill and initiative in their work, while also appropriately ranking employees who perform at or below the established level of performance for a particular position. Employees will receive annual performance reviews. The range for merit increases will be 0-6% and the County will not conduct annual salary surveys throughout the life of this agreement. Employees who receive a performance rating of 5% or 6%, and who are at the top of their pay range or would exceed the top of their pay range after receiving the Pay for Performance (merit) increase, will be eligible for a lump sum payment of .5% or 1% respectively, of their base pay. The lump sum payment and salary (merit) increase must not exceed the amount the Pay for Performance increase would have provided if the employee were not at the top of the range.

Effective the first full pay period in July 2013 (pay check of 7/26/2013); all employees covered by this agreement will receive a salary restoration of 1.5%.
Effective the first full pay period in August 2013 (paycheck of 8/23/2013); all employees covered by this agreement will receive a salary restoration of 1%.
Effective the first full pay period in January 2014 (pay check of 1/24/2014); all employees covered by this agreement will receive a salary restoration of .5%.
Effective the first full pay period of July 2014 (pay check of 7/25/2014), all employees covered by this agreement will receive a salary restoration of 1%.

Effective the first full pay period of January 2015 (pay check of 1/23/2015), all employees covered by this agreement will receive a salary increase of 1.0%.

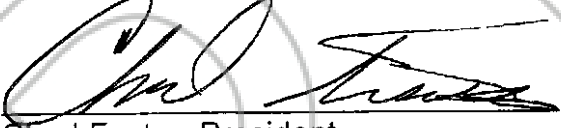
All employees hired while this agreement is in effect will be hired at the rate indicated in the first Paragraph of this section and the salary adjustment or restoration will be added to reflect the salary adjustment or restoration in the first paragraph above. Any salary adjustment or salary restorations will not change the minimum or maximum amount of a salary range. Salary adjustments and salary restorations may not exceed the top of the current salary range. Any employee that is at the maximum of the salary range when an adjustment occurs will receive a lump sum payment for the balance of any salary adjustment.

FOR THE EMPLOYER:

FOR THE ASSOCIATION:



Greg Lynn, Chairman
Douglas County Commissioners





Chad Foster, President
Douglas County Employees' Association

Dated: July 1, 2013

Dated: July 2, 2013

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: July 2, 2013
 Clerk of the 7th Judicial District Court
of the State of Nevada, In and for the County of Douglas.
By  Deputy