

Doc Number: **0836866**

01/17/2014 10:51 AM

OFFICIAL RECORDS

Requested By:
DC/HUMAN RESOURCES

DOUGLAS COUNTY RECORDERS
Karen Ellison - Recorder

Page: 1 of 3 Fee: \$ 0.00

Bk: 0114 Pg: 2648



Deputy: sg

Assessor's Parcel Number: N/A

Date: JANUARY 17, 2014

Recording Requested By:

Name: NORMA SANTOYO, HUMAN RESOURCES

Address: _____

City/State/Zip: _____

Real Property Transfer Tax: \$ N/A

SECOND MEMORANDUM OF UNDERSTANDING #2014.010

(Title of Document)

FILED

SECOND MEMORANDUM OF UNDERSTANDING

NO. 2014 010

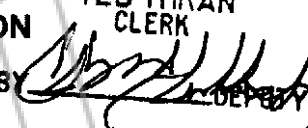
to the

2014 JAN 17 AM 8:51

AGREEMENT between DOUGLAS COUNTY and the

DOUGLAS COUNTY SHERIFF'S PROTECTIVE ASSOCIATION

July 1, 2012- June 30, 2015

BY  TED THRAN
CLERK

This Second Memorandum of Understanding revises Article 6 of the collective bargaining agreement (CBA) entered between Douglas County (Employer) and the Douglas County Sheriff's Protective Association (Association) related to the employees' salary adjustment. Pursuant to Article 27, Section C, of the CBA, the parties amend Article 6 of the CBA as follows:

BK: 0114
PG: 2649
1/17/2014

A. Salary.

1. All employees covered by this agreement will receive annual performance evaluations.
2. Effective the First full pay period in July 2013, all employees covered by this agreement will receive a salary adjustment of 2.0% added to their hourly salary rate in effect at the time of the adjustment. Salary adjustments will not exceed the top of the salary ranges. Any portion of a salary adjustment above the top of an employee's pay range will be paid to the individual in a lump sum payment.
3. Effective the First pay period in February 2014 (pay check of 2/7/2014), all employees covered by this agreement will receive a salary adjustment of 2.0% added to their hourly salary rate in effect at the time of the adjustment. Salary adjustments will not exceed the top of the salary ranges. Any portion of a salary adjustment above the top of an employee's pay range will be paid to the individual in a lump sum payment.
4. Effective the First full pay period in July 2014 (pay check of 7/25/2014), all employees covered by this agreement will receive a salary adjustment of 2.0% added to their hourly salary rate in effect at the time of the adjustment. Salary adjustments will not exceed the top of the salary ranges. Any portion of a salary adjustment above the top of an employee's pay range will be paid to the individual in a lump sum payment.

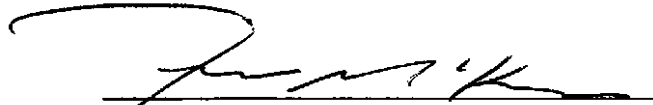
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FOR THE EMPLOYER:

FOR THE ASSOCIATION:



Doug Johnson, Chairman
Douglas County Commissioners



Jesse McKone, President
Douglas County Sheriff's Protective
Association

Dated: January 16, 2014

Dated: 1/7/14

COPY

Douglas County

State of Nevada

CERTIFIED COPY

I certify that the document to which this certificate is attached is a full and correct copy of the original record on file in the Clerk-Treasurer's Office on this

17th day of Jan, 2014

By [Signature] Deputy