

Assessor's Parcel Number: N/A

Date: JUNE 24, 2015

Recording Requested By:

Name: WENDY LANG, HUMAN RESOURCES
 & SHAWNYNE GARREN, DCEA PRESIDENT

Address: _____

City/State/Zip: _____

Real Property Transfer Tax: \$ N/A



00017062201508650470090092

KAREN ELLISON, RECORDER

NINTH MEMORANDUM OF UNDERSTANDING

#2015.141

(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

NINTH MEMORANDUM OF UNDERSTANDING

NO. 2015.141

to the

2015 JUN 24 AM 8: 52

AGREEMENT between DOUGLAS COUNTY and the
DOUGLAS COUNTY EMPLOYEES' ASSOCIATION

DOUGLAS COUNTY
CLERK

B.  DEPUTY

(July 1, 2012 – June 30, 2015)

This Ninth Memorandum of Understanding ("Ninth MOU") amends Articles 7 and 30 of the collective bargaining agreement ("CBA") entered between Douglas County (the "County") and the Douglas County Employees' Association (the "Association") regarding (1) the classification of employees and the associated salary range changes necessary to implement the Classification & Compensation Study provided by Pontifex Consulting Group LLC (the "Compensation Study"), (2) provide for the County to pay the employees' share of the 2.25% anticipated increase in each employee's contribution to the Public Employees' Retirement System of Nevada ("PERS") in lieu of an equivalent basic salary increase, and (3) to maintain the current contract while labor negotiations are conducted.

1. The parties agree to implement the Compensation Study with the indicated Pay Grade and Salary Ranges, attached hereto as Exhibit "1," effective July 1, 2015. The parties reserve the right to negotiate regarding the appropriate wages and benefits for employees represented by the Association during labor negotiations.

2. Effective July 1, 2015, the County agrees to pay the employees' share of the 2.25% anticipated increase in the required contribution to PERS in lieu of an equivalent basic salary increase.

3. Pursuant to Article 26, Section C, of the CBA, the parties agree to amend Article 30 of the CBA as follows:

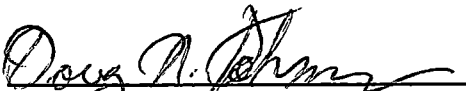
The Parties agree that the current 2012-2015 Agreement will continue in effect until a successor agreement is reached, including the 1% salary increase that became effective the first full pay period in January 2015.

This Agreement shall remain in full force and effect during the negotiation. Unless otherwise noted herein, any changes caused by the approval of this Agreement shall be

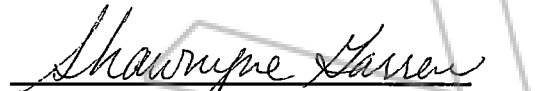
prospective and implemented as of the first day of the payroll period immediately succeeding July 01, 2012.

In recognition of the tentative agreement and recommendation of the above wages, hours and other terms and conditions of employment to their respective parties, the following have affixed their signature below. This Ninth MOU shall become effective July 1, 2015, after its approval by the parties.

FOR DOUGLAS COUNTY


Doug N. Johnson, Chairman
Board of County Commissioners

FOR THE ASSOCIATION


Shawnyne Garren, President
Douglas County Employees' Association

Dated: June 18, 2015

Dated: 6/17/15

ATTEST: 
Kathy Lewis, County Clerk

DOUGLAS COUNTY PAY PLAN
Effective 07/01/15

Grade	Position	County Salary	City Salary	County Fringe	City Fringe	Total Salary	Total Fringe	Total Compensation
A4	Deputy Clerk/Treasurer	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Domestic Violence Coordinator	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Legal Secretary	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Public Safety Dispatcher	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Secretary	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Senior Accounting Clerk	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Senior Assessor Clerk	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Senior Deputy Recording Clerk	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Senior Library Technician	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Senior Maintenance Specialist	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Senior Recreation Leader	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Senior Town Maintenance Specialist	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Senior Town Sanitation Specialist	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Transportation Officer	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Warrants & Extradition Specialist	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Youth Services Counselor	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Youth Services Counselor - PO	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A4	Deputy Clerk	\$1781	\$2226	\$2671	\$37037.00	\$46296.00	\$55555.00	
A5	Youth Detention Counselor	\$1952	\$2440	\$2928	\$40602.00	\$50753.00	\$60904.00	
A5	Administrative Assistant	\$1952	\$2440	\$2928	\$40602.00	\$50753.00	\$60904.00	
A5	Evidence Technician	\$1952	\$2440	\$2928	\$40602.00	\$50753.00	\$60904.00	
A5	Recreation Specialist	\$1952	\$2440	\$2928	\$40602.00	\$50753.00	\$60904.00	
A5	Senior Case Manager	\$1952	\$2440	\$2928	\$40602.00	\$50753.00	\$60904.00	
A5	Senior Deputy Clerk/Treasurer	\$1952	\$2440	\$2928	\$40602.00	\$50753.00	\$60904.00	
A5	Senior Legal Secretary	\$1952	\$2440	\$2928	\$40602.00	\$50753.00	\$60904.00	
A5	Senior Public Safety Dispatcher	\$1952	\$2440	\$2928	\$40602.00	\$50753.00	\$60904.00	
A5	Youth Services Counselor Senior	\$1952	\$2440	\$2928	\$40602.00	\$50753.00	\$60904.00	
A5	Weed Control Program Coordinator	\$1952	\$2440	\$2928	\$40602.00	\$50753.00	\$60904.00	
A5	Senior Deputy Court Clerk	\$1952	\$2440	\$2928	\$40602.00	\$50753.00	\$60904.00	
A5	CASA Coordinator	\$1952	\$2440	\$2928	\$40602.00	\$50753.00	\$60904.00	
D1	Chief Juvenile Probation Officer	\$3838	\$4798	\$5758	\$79838.00	\$99798.00	\$119758.00	
D1	Chief Technology Officer	\$3838	\$4798	\$5758	\$79838.00	\$99798.00	\$119758.00	
D1	Director Human Resources	\$3838	\$4798	\$5758	\$79838.00	\$99798.00	\$119758.00	
D1	Director Juvenile Services	\$3838	\$4798	\$5758	\$79838.00	\$99798.00	\$119758.00	
D1	Emergency Communications Director	\$3838	\$4798	\$5758	\$79838.00	\$99798.00	\$119758.00	
D1	Library Director	\$3838	\$4798	\$5758	\$79838.00	\$99798.00	\$119758.00	
D1	Town Manager - Gardnerville	\$3838	\$4798	\$5758	\$79838.00	\$99798.00	\$119758.00	
D1	Town Manager - Minden	\$3838	\$4798	\$5758	\$79838.00	\$99798.00	\$119758.00	
D1	Court Administrator	\$3838	\$4798	\$5758	\$79838.00	\$99798.00	\$119758.00	

DOUGLAS COUNTY PAY PLAN
Effective 07/01/15

Grade	Position	Min	Max	Step	Min	Max	Step	Min	Max	Step	Min	Max	Step
P1	Department Systems IT Coordinator	\$22:34	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92
P1	GIS Analyst	\$22:34	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92
P1	Human Resources Analyst	\$22:34	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92
P1	Juvenile Probation Officer	\$22:34	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92
P1	Main Street Program Manager	\$22:34	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92
P1	Management Analyst	\$22:34	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92
P1	Development Coordinator	\$22:34	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92
P1	Recreation Coordinator	\$22:34	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92
P1	Substance Abuse Counselor	\$22:34	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92
P1	Youth Services Case Manager	\$22:34	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92
P1	Court Operations Specialist	\$22:34	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92
P1	Law Clerk	\$22:34	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92	\$33:51	\$46,462.00	\$58,077.00	\$69,692.00	\$27:92
P2	Associate Planner	\$25:01	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26
P2	Business Systems Analyst	\$25:01	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26
P2	Senior Youth Services Case Manager	\$25:01	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26
P2	Community Relations Manager	\$25:01	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26
P2	Network Security Administrator	\$25:01	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26
P2	Senior Accountant	\$25:01	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26
P2	Senior Appraiser	\$25:01	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26
P2	Senior Budget Analyst	\$25:01	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26
P2	Senior Civil Engineering Plans Examiner	\$25:01	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26
P2	Senior GIS Analyst	\$25:01	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26
P2	Senior Human Resources Analyst	\$25:01	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26
P2	Senior Juvenile Probation Officer	\$25:01	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26
P2	Systems Administrator	\$25:01	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26
P2	Judicial Executive Assistant	\$25:01	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26	\$37:52	\$52,025.00	\$65,031.00	\$78,037.00	\$31:26
P3	Chief Deputy Appraiser	\$29:46	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82
P3	Civil Engineer	\$29:46	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82
P3	Economic Vitality Manager	\$29:46	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82
P3	Senior Planner	\$29:46	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82
P3	Senior Systems Engineer	\$29:46	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82
P3	Substance Abuse Counselor Supervisor	\$29:46	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82
P3	Stormwater Program Manager	\$29:46	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82
P3	Staff Attorney	\$29:46	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82
P3	Senior Law Clerk	\$29:46	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82
P3	Judicial Fiscal Management Analyst	\$29:46	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82	\$44:19	\$61,276.00	\$76,595.00	\$91,914.00	\$36:82
P4	Juvenile Services Psychologist	\$33:35	\$41:69	\$50:02	\$69,366.00	\$86,707.00	\$104,048.00	\$41:69	\$50:02	\$69,366.00	\$86,707.00	\$104,048.00	\$41:69
P4	Senior Civil Engineer	\$33:35	\$41:69	\$50:02	\$69,366.00	\$86,707.00	\$104,048.00	\$41:69	\$50:02	\$69,366.00	\$86,707.00	\$104,048.00	\$41:69
PS1	Alternative Sentencing Officer	\$19:10	\$23:88	\$28:66	\$39,736.00	\$49,670.00	\$59,604.00	\$23:88	\$28:66	\$39,736.00	\$49,670.00	\$59,604.00	\$23:88

