

FILED

NO. 2016.183

2016 AUG -9 PM 3:45

SECOND MEMORANDUM OF UNDERSTANDING
to the
LABOR AGREEMENT between DOUGLAS COUNTY
and the
DOUGLAS COUNTY EMPLOYEES' ASSOCIATION
(July 1, 2015 – June 30, 2017)

DOUGLAS COUNTY
CLERK

[Handwritten Signature]
DEPUTY

This Second Memorandum of Understanding (“MOU”) modifies Articles 8 and 9 of the Labor Agreement between Douglas County (“Employer”) and the Douglas County Employees’ Association (“Association”) effective July 1, 2015, through June 30, 2017 (the “CBA”). This modification is made pursuant to the ability of the parties to re-open articles Articles 8 and 9 for negotiations pursuant to Article 2(B) of the CBA.

By this MOU, the Association and Employer amend Articles 8 and 9 of CBA as follows:

ARTICLE 8. SALARIES AND PAY PRACTICES.

A. Salaries and Pay for Performance.

1. A summary of the Douglas County pay ranges is attached as Appendix “A” to this Agreement.
2. 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.
3. Employees will receive annual performance reviews on their Evaluation Due Date. The range for merit increases will be on a 0-6% scale and any merit increase will be applied to the employee’s base pay on the first day of the pay period in which the anniversary of the date the employee was hired or received a promotion, whichever is later, occurs.
4. The maximum merit increase an employee may receive during the term of this Agreement is 4% (i.e., a merit score equivalent to a 4%, 5% or 6% increase will result in a 4% increase to the employee’s wage).
5. 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 0.5% or 1%, respectively, of their base pay (“Top Out 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.

6. No merit increases or Top Out Pay will be awarded or paid after June 30, 2016.

7. Effective the first full pay period in July 2016, all employees covered by this Agreement will receive an increase of 1.5% on their Evaluation Due Date.

8. Any wage adjustments, wage increases, or the award of merit increases will not change the minimum or maximum amount of a job classification's salary range as adopted by the parties and detailed in Appendix "A." Wage adjustments, wage increases, and the award of merit increases may not exceed the top of the employee's salary range.

C. Working Above Classification.

1. Except for training purposes, when an employee is temporarily assigned, in writing, to perform the full range of duties of a higher job classification for five (5) or more consecutive work days, the employee shall receive five percent (5%) above the employee's normal base hourly pay for all non-supervisory hours worked in the higher job classification, retroactive to the first day such duties were fully assumed.

2. Except for training purposes, when an employee is temporarily assigned, in writing, to perform the full range of duties of a designated supervisory position for five (5) or more consecutive work days, the employee shall receive 10 percent (10%) above the employee's normal base hourly pay for all supervisory hours worked, retroactive to the first day such duties were fully assumed.

3. When a temporary assignment is made, the employee's supervisor will confirm the dates and length of the temporary assignment to the employee in writing.

J. Utility Operator Incentive Pay. Utility operators with the following certifications will receive additional compensation as follows:

1. If not required for the employee's current position, upon obtaining a Grade II operator certification from the State of Nevada, a utility operator within the Public Works Department will receive a one-time payment of \$300.00.

2. If not required for the employee's current position, upon obtaining a Grade III operator certification from the State of Nevada, a utility operator within the Public Works Department will receive a one-time payment of \$500.00.

K. "One-Time" Pay. Effective July 1, 2016, all employees represented by DCEA will receive a one-time bonus of \$513.08 during the next pay period following the adoption of this Second MOU. This amount is calculated as the equivalent of 1% of all DCEA represented employees wages divided by the number of DCEA

represented employees resulting in an equal one-time bonus.

ARTICLE 9. MEDICAL AND DENTAL INSURANCE

A. Cafeteria Plan.

1. The County will continue to maintain a cafeteria benefit package. A cafeteria plan recognizes that employees have diverse needs and will allow employees to choose benefits based on their individual needs.
2. The County will provide eligible employees with plan and coverage options for medical, dental, vision and individual life insurance coverage, and a specific dollar amount, which will vary dependent upon whether the employee has individual coverage or dependent coverage.
3. Medical coverage may be waived by employees that can provide acceptable proof of similar coverage through another source. Approval for the waiver of medical coverage will be at the County's sole discretion. The employee will be required to enroll in mandatory dental/vision/life insurance coverage.

B. County Contribution Toward Health Benefit Package.

Offered medical plans will be determined by the County, based upon input from the benefits committee as outlined in Section "C" below. Medical coverage must be purchased unless waived pursuant to A(3) above.

Effective January 1, 2017:

1. The County will pay 100% of the premiums for Medical, Dental, Vision, and Life insurance for employee-only coverage on at least one of the plans being offered.
2. The County will contribute \$573.78 per month towards medical, dental, and life insurance premiums for employee-only coverage on any employee-selected plan subject to paragraph B(1).
3. The County will contribute \$755.74 per month towards medical, dental, and life insurance premiums for employee plus spouse coverage on any employee-selected plan.
4. The County will contribute \$680.17 per month towards medical, dental, and life insurance premiums for any employee plus 1 child coverage on any employee-selected plan.
5. The County will contribute \$699.06 per month towards medical, dental, and life insurance premiums for employee plus 2 or more children coverage on any employee-selected plan.
6. The County will contribute \$982.46 per month towards medical, dental, and life insurance premiums for employee plus family coverage on any employee-selected plan.
7. Premium contributions which exceed the premium total cost will be contributed to the employee's Health Savings Account by the County.

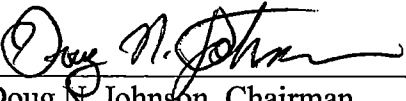
C. County Benefits Committee

Two representatives from DCEA will serve as members of the County Benefits Committee until such time as the Benefits Committee adopts bylaws establishing the composition and voting rights of the Benefits Committee.

D. Monthly Contribution in Lieu of Medical Package

Any employee who obtains a waiver of medical coverage pursuant to A(3) above will receive a monthly contribution of \$350 from the County to purchase mandatory dental, vision, and basic life insurance coverage.

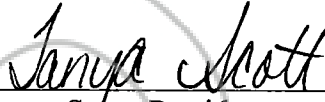
FOR DOUGLAS COUNTY



Doug N. Johnson, Chairman
Board of Douglas County Commissioners

Dated: August 4, 2016

FOR THE ASSOCIATION



Tanya Scott, President
Douglas County Employees' Association

Dated: August 1, 2016

ATTEST: 

Kathy Lewis, County Clerk

DOUGLAS COUNTY PAY PLAN
Effective 07/11/2016

SUBJECT TO CHANGE
BASED UPON LABOR NEGOTIATIONS

PAY GRADE	TITLE	JOB CODE	HOURLY			ANNUAL		
			MIN	MID	MAX	MIN	MID	MAX
A1	Intern	2250	\$8.50	\$10.63	\$12.75	\$17,680.00	\$22,110.40	\$26,520.00
A1	Library Page	2530	\$8.50	\$10.63	\$12.75	\$17,680.00	\$22,110.40	\$26,520.00
A1	Mail Services Clerk	2580	\$8.50	\$10.63	\$12.75	\$17,680.00	\$22,110.40	\$26,520.00
A1	Recreation Aide	3090	\$8.50	\$10.63	\$12.75	\$17,680.00	\$22,110.40	\$26,520.00
A2	Animal Care Assistant	1450	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A2	Apprentice Court Clerk	1580	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A2	Court Advocacy Program Assistant	2005	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A2	Culinary Specialist	3110	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A2	Driver	3470	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A2	Food Services Worker	2100	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A2	Homemaker	2160	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A2	Maintenance Assistant	2610	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A2	Office Assistant	2820	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A2	Parks Maintenance Assistant	2600	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A2	Recreation Leader	3130	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A2	Town Maintenance Assistant	2610	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A2	Utility Systems Technician Trainee	3460	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A3	Accounting Clerk	1020	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	Assessor Clerk	1250	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	Case Manager	1430	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	Court Records Technician	1730	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	Deputy Recording Clerk	1750	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	DUI Caseworker/Alternate Sentencing Clerk	2015	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	Emergency Communications Specialist Trainee	3025	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	Food Services Worker Senior	2080	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	Library Technician	2560	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	Office Specialist	2840	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	Records Management Clerk	3070	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	Recreation Leader Senior	3140	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	Security Officer	3210	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	Sheriff's Records & Licensing Technician	3230	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	Town Maintenance Specialist	2680	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	Town Sanitation Specialist	1650	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	Youth Detention Counselor Trainee	1450	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3	Youth Services Counselor Trainee	1460	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A4	Accounting Clerk Senior	1030	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Accounting Specialist	1050	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Alternative Sentencing Specialist	1140	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Appraiser Trainee	1210	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80

DOUGLAS COUNTY PAY PLAN

Effective 07/11/2016

SUBJECT TO CHANGE
BASED UPON LABOR NEGOTIATIONS

PAY GRADE	TITLE	JOB CODE	HOURLY			ANNUAL		
			MIN	MID	MAX	MIN	MID	MAX
A4	Assessor Clerk Senior	1230	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Child Support Caseworker	2480	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Clerk to the Board	1575	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Culinary Specialist Senior	1070	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Deputy Clerk/Treasurer	1760	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Deputy Court Clerk	1820	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Deputy Recording Clerk Senior	1810	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Domestic Violence Coordinator	1980	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Emergency Communications Specialist	3030	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Legal Secretary	2470	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Library Technician Senior	2550	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Secretary	3190	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Town Maintenance Specialist Senior	2720	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Town Sanitation Specialist Senior	2710	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Transportation Officer	3400	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Warrants & Extradition Specialist	3610	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Youth Camp Maintenance Specialist Senior	1040	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Youth Services Counselor	3580	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4	Youth Services Counselor-JPO	3520	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A5	Administrative Assistant	1090	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
A5	Case Manager Senior	2830	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
A5	Deputy Clerk/Treasurer Senior	1830	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
A5	Deputy Court Clerk Senior	1540	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
A5	Development Coordinator	1890	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
A5	Emergency Communications Specialist Senior	3035	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
A5	Evidence Technician	2050	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
A5	Legal Secretary Senior	2460	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
A5	Recreation Specialist	1380	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
A5	Youth Detention Counselor	3540	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
A5	Youth Services Counselor Senior	1510	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
D1	Chief Juvenile Probation Officer	1530	\$38.38	\$47.98	\$57.58	\$79,830.40	\$99,798.40	\$119,766.40
D1	Chief Technology Officer	1920	\$38.38	\$47.98	\$57.58	\$79,830.40	\$99,798.40	\$119,766.40
D1	Court Administrator	2350	\$38.38	\$47.98	\$57.58	\$79,830.40	\$99,798.40	\$119,766.40
D1	Director Emergency Communications	2020	\$38.38	\$47.98	\$57.58	\$79,830.40	\$99,798.40	\$119,766.40
D1	Director Human Resources	2200	\$38.38	\$47.98	\$57.58	\$79,830.40	\$99,798.40	\$119,766.40
D1	Library Director	2520	\$38.38	\$47.98	\$57.58	\$79,830.40	\$99,798.40	\$119,766.40
D1	Town Manager - Gardneville	2120	\$38.38	\$47.98	\$57.58	\$79,830.40	\$99,798.40	\$119,766.40
D1	Town Manager - Minden	2120	\$38.38	\$47.98	\$57.58	\$79,830.40	\$99,798.40	\$119,766.40
D2	Director Community Development	1900	\$42.01	\$52.51	\$63.01	\$87,380.80	\$109,220.80	\$131,060.80

DOUGLAS COUNTY PAY PLAN

Effective 07/11/2016

SUBJECT TO CHANGE
BASED UPON LABOR NEGOTIATIONS

PAY GRADE	TITLE	JOB CODE	HOURLY			ANNUAL		
			MIN	MID	MAX	MIN	MID	MAX
D2	Director Community Services/Parks &	1910	\$42.01	\$52.51	\$63.01	\$87,380.80	\$109,220.80	\$131,060.80
D2	Director Juvenile Camp Services	1930	\$42.01	\$52.51	\$63.01	\$87,380.80	\$109,220.80	\$131,060.80
D2	Director Public Works	3050	\$42.01	\$52.51	\$63.01	\$87,380.80	\$109,220.80	\$131,060.80
D3	Assistant County Manager/CFO	1280	\$48.46	\$60.58	\$72.69	\$100,796.80	\$126,006.40	\$151,195.20
D4	County Manager	1710	\$64.90	\$76.92	\$88.94	\$134,992.00	\$159,993.60	\$184,995.20
L1	Deputy District Attorney I	1780	\$31.57	\$39.47	\$47.36	\$65,665.60	\$82,097.60	\$98,508.80
L2	Deputy District Attorney II	1790	\$34.92	\$43.65	\$52.38	\$72,633.60	\$90,792.00	\$108,950.40
L3	Deputy District Attorney III	1800	\$41.00	\$51.25	\$61.50	\$85,280.00	\$106,600.00	\$127,920.00
L4	Chief Deputy District Attorney - Civil	1470	\$47.71	\$59.64	\$71.57	\$99,236.80	\$124,051.20	\$148,865.60
L4	Chief Deputy District Attorney - Criminal	1480	\$47.71	\$59.64	\$71.57	\$99,236.80	\$124,051.20	\$148,865.60
M1	Assistant County Clerk/Treasurer	1270	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
M1	Chief Deputy Juvenile Probation Officer	1500	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
M1	Manager Community Services	2260	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
M1	Manager of Court Advocacy Programs	1420	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
M1	Manager Social Services	2750	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
M1	Parks Superintendent	3270	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
M1	PREA/Dorm Manager	3600	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
M1	Sheriff's Records Manager	1950	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
M1	Town Manager-Genoa	2130	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
M1	Training and Development Manager	2870	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
M1	Water Operations Manager	1880	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
M1	Youth Services Program Manager	3560	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
M2	Accounting Manager	1035	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Assistant Director Community Services	1300	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Assistant Director Juvenile Camp Services	1290	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Budget Manager	1337	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Building Official	1370	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	County Engineer	2030	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Court IT Manager	1720	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Engineering Manager	1545	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Manager GIS & Customer Service	1625	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Manager Technology Infrastructure &	2730	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Planning Manager	1330	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Project Manager	3020	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Superintendent Maintenance & Operations	3475	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Superintendent Town Public Works	3260	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Superintendent Utility Systems	3300	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
P1	Accountant	1000	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Accountant - Clerk/Treasurer	1005	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80

DOUGLAS COUNTY PAY PLAN

Effective 07/11/2016

SUBJECT TO CHANGE
BASED UPON LABOR NEGOTIATIONS

PAY GRADE	TITLE	JOB CODE	HOURLY			ANNUAL		
			MIN	MID	MAX	MIN	MID	MAX
P1	Appraiser	1190	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Assistant Planner	2950	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Budget Analyst	1335	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Building Plans Examiner	1390	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Civil Engineering Plans Examiner	3100	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Court Operations Specialist	1960	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Department Systems IT Coordinator	2230	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Family Support Case Manager	2500	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	GIS Analyst	2150	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Human Resources Analyst	2170	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Juvenile Probation Officer	2400	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Law Clerk	2430	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Librarian	2490	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Main Street Program Manager	3630	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Management Analyst	1310	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Recreation Coordinator	3120	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Substance Abuse Counselor	1490	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1	Youth Services Case Manager	3570	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P2	Accountant Senior	1010	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P2	Appraiser Senior	1180	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P2	Associate Planner	2960	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P2	Budget Analyst Senior	1260	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P2	Business Systems Analyst	1336	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P2	Community Relations Manager	1620	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P2	GIS Analyst Senior	2140	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P2	Human Resources Analyst Senior	2190	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P2	Judicial Executive Assistant	1060	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P2	Juvenile Probation Officer Senior	2410	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P2	Network Security Administrator	2755	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P2	Systems Administrator	1080	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P2	Youth Services Case Manager Senior	3590	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P3	Chief Deputy Appraiser	1200	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
P3	Civil Engineer	1560	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
P3	Civil Engineering Plans Examiner Senior	1570	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
P3	Economic Vitality Manager	1320	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
P3	Judicial Fiscal Management Analyst	1110	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
P3	Law Clerk Senior	2440	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
P3	Planner Senior	2990	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
P3	Public Guardian	3650	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20

DOUGLAS COUNTY PAY PLAN

Effective 07/11/2016

SUBJECT TO CHANGE
BASED UPON LABOR NEGOTIATIONS

PAY GRADE	TITLE	JOB CODE	HOURLY			ANNUAL		
			MIN	MID	MAX	MIN	MID	MAX
P3	Staff Attorney	1100	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
P3	Stormwater Program Manager	1940	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
P3	Substance Abuse Counselor Supervisor	3250	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
P3	Systems Engineer Senior	2775	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
P4	Civil Engineer Senior	1550	\$33.35	\$41.69	\$50.02	\$69,368.00	\$86,715.20	\$104,041.60
P4	Juvenile Services Psychologist	3600	\$33.35	\$41.69	\$50.02	\$69,368.00	\$86,715.20	\$104,041.60
PS1	Alternative Sentencing Officer	1130	\$19.10	\$23.88	\$28.66	\$39,728.00	\$49,670.40	\$59,612.80
PS1	Deputy Constable	1770	\$19.10	\$23.88	\$28.66	\$39,728.00	\$49,670.40	\$59,612.80
PS1.5	Deputy Sheriff I	1840	\$20.02	\$23.88	\$28.66	\$41,641.60	\$49,670.40	\$59,612.80
PS2	Deputy Constable Senior	1660	\$21.08	\$26.35	\$31.63	\$43,846.40	\$54,808.00	\$65,790.40
PS2	Deputy Sheriff II	1850	\$21.08	\$26.35	\$31.63	\$43,846.40	\$54,808.00	\$65,790.40
PS3	Investigator I	2280	\$23.89	\$29.87	\$35.84	\$49,691.20	\$62,129.60	\$74,547.20
PS3	Investigator-DA	2300	\$23.89	\$29.87	\$35.84	\$49,691.20	\$62,129.60	\$74,547.20
PS4	Investigator II	2290	\$25.51	\$31.89	\$38.27	\$53,060.80	\$66,331.20	\$79,601.60
PS4	Investigator-DA Senior	2310	\$25.51	\$31.89	\$38.27	\$53,060.80	\$66,331.20	\$79,601.60
PS5	Chief Alternative Sentencing Officer	1440	\$27.51	\$34.39	\$41.27	\$57,220.80	\$71,531.20	\$85,841.60
PS5.5	Sergeant	3220	\$29.75	\$35.56	\$41.36	\$61,880.00	\$73,964.80	\$86,028.80
PS6	Captain	1410	\$38.22	\$47.78	\$57.34	\$79,497.60	\$99,382.40	\$119,267.20
PS7	Undersheriff	3410	\$48.51	\$60.64	\$72.77	\$100,900.80	\$126,131.20	\$151,361.60
S1	Building Inspector Senior	1350	\$21.47	\$26.84	\$32.21	\$44,657.60	\$55,827.20	\$66,996.80
S1	Child Support Supervisor	1640	\$21.47	\$26.84	\$32.21	\$44,657.60	\$55,827.20	\$66,996.80
S1	Culinary Supervisor	1700	\$21.47	\$26.84	\$32.21	\$44,657.60	\$55,827.20	\$66,996.80
S1	Food Services Supervisor	2090	\$21.47	\$26.84	\$32.21	\$44,657.60	\$55,827.20	\$66,996.80
S1	Library Branch Supervisor	2495	\$21.47	\$26.84	\$32.21	\$44,657.60	\$55,827.20	\$66,996.80
S1	Recording Supervisor	1870	\$21.47	\$26.84	\$32.21	\$44,657.60	\$55,827.20	\$66,996.80
S1	Records Management Supervisor	3080	\$21.47	\$26.84	\$32.21	\$44,657.60	\$55,827.20	\$66,996.80
S1	Transportation Supervisor	3390	\$21.47	\$26.84	\$32.21	\$44,657.60	\$55,827.20	\$66,996.80
S1	Youth Detention Supervisor	3550	\$21.47	\$26.84	\$32.21	\$44,657.60	\$55,827.20	\$66,996.80
S2	Administrative Services Manager	2850	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
S2	Animal Services & Care Supervisor	1160	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
S2	Chief Deputy Clerk/Elections	1990	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
S2	Chief Deputy Treasurer	1520	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
S2	Emergency Communications Supervisor	1360	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
S2	Library Supervisor	2510	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
S2	Maintenance Operations Supervisor	1860	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
S2	Parks Supervisor	2930	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
S2	Recreation Supervisor	3160	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
S2	Tahoe Chief Deputy Clerk/Treasurer	3330	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
S2	Town Maintenance Supervisor	3490	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20

DOUGLAS COUNTY PAY PLAN

Effective 07/11/2016

SUBJECT TO CHANGE
BASED UPON LABOR NEGOTIATIONS

PAY GRADE	TITLE	JOB CODE	HOURLY MIN	HOURLY MID	HOURLY MAX	ANNUAL MIN	ANNUAL MID	ANNUAL MAX
S2	Weed Control Program Supervisor	3500	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
S2	Youth Services Supervisor	1610	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
T1	Animal Services Officer	1170	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T1	Code Enforcement Officer	1590	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T1	Computer Network Technician	1630	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T1	Counter Technician-Building	1690	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T1	Counter Technician-Planning	1740	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T1	Engineering Technician	2031	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T1	Fleet Services Technician	1240	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T1	GIS Technician	1220	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T1	Library Services Coordinator	2540	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T1	Maintenance Specialist	2670	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T1	Park Ranger	2910	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T1	Road Maintenance Operator	3170	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T1	Utility Systems Technician I	3430	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T2	Building Inspector	1340	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Computer Network Technician Senior	1670	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Construction Inspector	1680	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Electrical Instrumentation Technician	2240	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Fleet Services Master Technician	2785	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	GIS Technician Senior	1120	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Maintenance Specialist Senior	2690	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Park Ranger Senior	2920	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Payroll Coordinator	2940	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Road Maintenance Operator Senior	3180	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Road Sign Maintenance Specialist	3240	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	SCADA Operator / Instrumentation Technician	2250	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Telecommunications Technician	3380	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Utility Systems Technician II	3440	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Payroll Coordinator	2940	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Road Maintenance Operator Senior	3180	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Road Sign Maintenance Specialist	3240	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	SCADA Operator / Instrumentation Technician	2250	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Telecommunications Technician	3380	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Utility Systems Technician II	3440	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T3	Code Enforcement Officer Senior	1600	\$22.35	\$27.94	\$33.53	\$46,488.00	\$58,115.20	\$69,742.40
T3	Fleet Services Master Technician Senior	2590	\$22.35	\$27.94	\$33.53	\$46,488.00	\$58,115.20	\$69,742.40
T3	Road Maintenance Coordinator	1400	\$22.35	\$27.94	\$33.53	\$46,488.00	\$58,115.20	\$69,742.40
T3	Utility Systems Technician Senior	3450	\$22.35	\$27.94	\$33.53	\$46,488.00	\$58,115.20	\$69,742.40

DOUGLAS COUNTY PAY PLAN

Effective 07/11/2016

SUBJECT TO CHANGE
BASED UPON LABOR NEGOTIATIONS

PAY GRADE	TITLE	JOB CODE	HOURLY			ANNUAL		
			MIN	MID	MAX	MIN	MID	MAX
T3	Code Enforcement Officer Senior	1600	\$22.35	\$27.94	\$33.53	\$46,488.00	\$58,115.20	\$69,742.40
T3	Fleet Services Master Technician Senior	2590	\$22.35	\$27.94	\$33.53	\$46,488.00	\$58,115.20	\$69,742.40
T3	Road Maintenance Coordinator	1400	\$22.35	\$27.94	\$33.53	\$46,488.00	\$58,115.20	\$69,742.40
T3	Utility Systems Technician Senior	3450	\$22.35	\$27.94	\$33.53	\$46,488.00	\$58,115.20	\$69,742.40

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

9th day of August, 2016

By [Signature] Deputy