

Assessor's Parcel Number: N/A

Date: NOVEMBER 17, 2017

Recording Requested By:

Name: WENDY LANG, HUMAN RESOURCES

Address: _____

City/State/Zip: _____

Real Property Transfer Tax: \$ N/A



KAREN ELLISON, RECORDER

2ND MOU TO DCEA LABOR AGREEMENT #2017.220
(Title of Document)

SECOND MEMORANDUM OF UNDERSTANDING

FILED

NO. 2017-220

2017 NOV 17 PM 4:12

DOUGLAS COUNTY
CLERK

[Signature]
DEPUTY

to the
LABOR AGREEMENT

Between

DOUGLAS COUNTY

and the

DOUGLAS COUNTY EMPLOYEES ASSOCIATION

(July 1, 2017 – June 30, 2024)

This Second Memorandum of Understanding (“Second MOU”) modifies Article 9 of the Labor Agreement between Douglas County (“Employer”) and the Douglas County Employees Association (“Association”) effective July 1, 2017, through June 30, 2024 (the “Agreement”). To address increases in medical insurance premiums for the insurance plan year 2018 only, the parties agree to amend Article 9(B) as follows:

ARTICLE 9. MEDICAL AND DENTAL INSURANCE.

B. Contribution Toward Health Benefit Package.

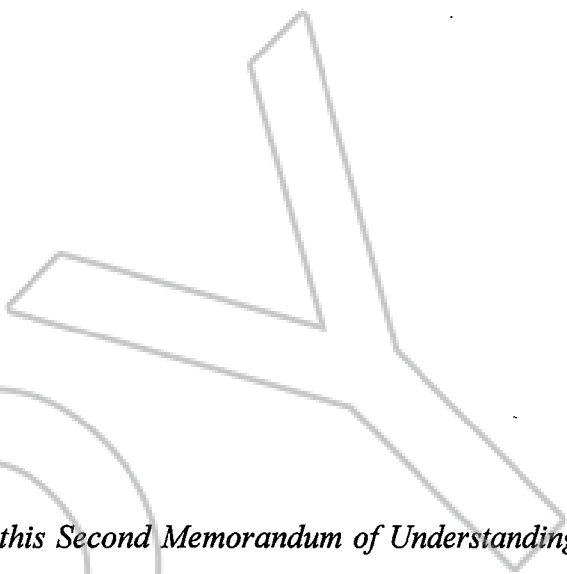
Offered medical plans will be determined by the County, based upon input from the benefits committee as outlined in Section “C” below. Medical coverage must be purchased unless waived pursuant to A(3) above. For insurance plan year 2018 only, the County contributions will be:

1. Medical – High Deductible (HSA) Plan
 - a. Employee Only: The County will contribute 100% of the monthly insurance premium for the HSA plan or \$564.16 per month, whichever is greater.
 - b. Employee Plus Spouse: The County will contribute \$776.99 per month for the HSA plan.
 - c. Employee Plus One Child: The County will contribute \$692.18 per month for the HSA plan.
 - d. Employee Plus 2 or More Children: The County will contribute \$711.07 per month for the HSA plan.
 - e. Employee Plus Family: The County will contribute \$1,018.92 per month for the HSA plan.

Any County contribution that exceeds the premium on the High Deductible Plan offered by the County will be contributed to the employee’s Health Savings Account on the same schedule that health insurance premiums are deducted from paychecks. There will be no additional contributions from the County to the Health Savings Account.

2. Medical – Preferred Provider Organization (PPO) Plan
 - a. Employee Only: The County will contribute \$570.71 per month for the PPO plan.
 - b. Employee Plus Spouse: The County will contribute \$793.17 per month for the PPO plan.

- c. Employee Plus One Child: The County will contribute \$708.80 per month for the PPO plan.
 - d. Employee Plus 2 or More Children: The County will contribute \$727.69 per month for the PPO plan.
 - e. Employee Plus Family: The County will contribute \$1,043.95 per month for the PPO plan.
3. Dental
 - a. 100% of employee coverage.
 - b. 0% of dependent coverage.
 4. Vision
 - a. 100% of employee coverage.
 - b. 0% of dependent coverage.
 5. Basic Life/ADD
 - a. 100% of employee coverage.
 - b. 0% of dependent coverage.



IN WITNESS WHEREOF, the parties hereto have caused this Second Memorandum of Understanding between Douglas County and the Douglas County Employees' Association to be executed.

FOR DOUGLAS COUNTY

FOR THE ASSOCIATION

William B. Penzel
 William B. Penzel, Chairman
 Board of Douglas County Commissioners

Michael Avila
 Michael Avila, President
 Douglas County Employees Association

Dated: 11/16/17

Dated: 11/16/17

ATTEST: Kathy Lewis
 Kathy Lewis, County Clerk
By [Signature]

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

17 day of November, 2017
 By [Signature] Deputy