

Assessor's Parcel Number: N/A

Date: NOVEMBER 26, 2018

Recording Requested By:

Name: WENDY LANG, HUMAN RESOURCES

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Real Property Transfer Tax: \$ N/A



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KAREN ELLISON, RECORDER

DCSPA  
THIRD MOU 2018.230

(Title of Document)

FILED

**THIRD MEMORANDUM OF UNDERSTANDING**

2018.230

between

**Douglas County, Nevada**

2018 NOV 26 AM 10:41

and the

**Douglas County Sheriff's Protective Association**

DOUGLAS COUNTY  
CLERK

(Contract of July 1, 2017 through June 30, 2022)

This Third Memorandum of Understanding ("Third MOU") amends Article 9 of the collective bargaining agreement ("CBA") entered between Douglas County (the "County") and the Douglas County Sheriff's Protective Association ("DCSPA") for the July 1, 2017, through June 30, 2022, labor agreement. Generally, this Third MOU revises the amount of money the County will contribute on behalf of any employee represented by DCSPA for medical, dental, vision, and individual life insurance selected by the employee and revises language to reflect the establishment of bylaws for the Advisory Employee Benefit Committee.

**ARTICLE 9. MEDICAL AND DENTAL INSURANCE**

**A. Health Insurance.**

1. The County will provide access to health insurance and will allow employees to choose benefits based on their individual needs.
2. The County will provide eligible employees with medical, dental, vision and individual life insurance coverage, and provide premium contributions that will vary depending on the plan and coverage levels selected by each employee.
3. Medical insurance may be optional for employees that can provide acceptable proof of similar insurance coverage through another source. Approval for the waiver of medical insurance will be at the County's sole discretion.

## **B. County Contribution To Health Insurance.**

A traditional medical plan and, if available, a High Deductible Plan will be offered to employees. One of these must be purchased unless waived pursuant to A(3) above.

~~For benefit plan year 2018 only, the following medical plan contributions will apply.~~  
The County will contribute the following toward medical insurance premiums each month:

### 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.

~~Beginning January 1, 2019, the County will contribute the following toward health insurance premiums each month:~~

- ~~a. Employee Only: The County will contribute 100% of the monthly insurance premium for the lowest cost plan or \$530.22, whichever is greater, or \$530.22 per month for any other employee-only plan selected by the employee.~~
- ~~b. Employee Plus Spouse: The County will contribute \$712.18 per month to the insurance premium for this plan selection.~~
- ~~c. Employee Plus Child: The County will contribute \$636.61 per month to the insurance premium for this plan selection.~~
- ~~d. Employee Plus 2 or more Children: The County will contribute \$655.60 per month to the insurance premium for this plan selection.~~
- ~~e. Employee Plus Family: The County will contribute \$938.90 per month to the insurance premium for this plan selection.~~

~~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.~~

### **C. Monthly Contribution in Lieu of Medical Package**

Any employee who obtains a waiver of medical insurance pursuant to A(3) above will receive a monthly stipend of \$350 from the County. Dental and vision insurance coverage is mandatory, the cost of which is the sole responsibility of the employee.

### **D. County Contribution To Dental, Vision and Life Insurance.**

The County will provide the following insurance benefits to covered employees:

1. Dental
  - a. The County will cover 100% of employee-only coverage.
  - b. 0% of dependent coverage.
2. Vision
  - a. The County will cover 100% of employee-only coverage.
  - b. 0% of dependent coverage.
3. Basic Life Insurance Coverage
  - a. The County will cover 100% of employee-only coverage.
  - b. 0% of dependent coverage.

**E. County Benefits Committee**

Two representatives from DCSPA will serve as members of the County Benefits Committee ~~Advisory Employee Benefit Committee~~ ("Benefits Committee") until such time as the Benefits Committee develops bylaws regarding policies and membership in accordance with the established bylaws.

**F. Article Nine Reopener**

If either of the following conditions occur during the term of this Agreement, then either Party may request to reopen Article 9 for negotiation:

1. The cumulative increase in the aggregate health insurance premiums paid by Douglas County to its health insurance provider has increased by more than 10%, OR
2. The County changes the health insurance provider resulting in changes to the health insurance plans offered to the employees.

*IN WITNESS WHEREOF, the parties hereto have caused this Third Memorandum of Understanding between Douglas County and the Douglas County Sheriffs Protective Association to be executed.*

*On behalf of DCSPA:*

*Jon Storke* 11-5-2018  
Jon Storke (Date)  
President, DCSPA

*On behalf of Douglas County:*

*Steven J. Thaler* 11/15/18  
Steven J. Thaler, Chairman (Date)

ATTEST: *Kathy Lewis*  
Kathy Lewis, County Clerk-Treasurer

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

*11-15-18* day of *November*, 20*18*

By *[Signature]* Deputy