

**Recorder's Office Cover Sheet**

**Recording Requested By:**

**Name:** WENDY LANG

**Department:** HUMAN RESOURCES



00122491202009562690050056

KAREN ELLISON, RECORDER

**Type of Document: (please select one)**

- Agreement
- Contract
- Grant
- Change Order
- Easement
- Other      specify: FOURTH MEMOURANDUM OF UNDERSTANDING

**FOURTH MEMORANDUM OF UNDERSTANDING**

between

**Douglas County, Nevada**

and the

**Douglas County Sheriff's Protective Association**

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

FILED

NO. 2020.140

11-12-20  
DATE

DOUGLAS COUNTY CLERK  
MINDEN, NV

BY [Signature] DEPUTY

This Fourth Memorandum of Understanding ("Fourth 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. DCSPA sought to reopen negotiations pursuant to Article 9(F) due to the cumulative increase in health insurance premiums over 10% during the term of the CBA, beginning in January 2021. In lieu of reopening negotiations, DCSPA and the County have voluntarily agreed to enter into a Fourth MOU which increases the amount of money the County will contribute on behalf of any employee represented by DCSPA for health insurance as set forth below in Article 9(B). Each Party voluntarily agrees the adoption of this Fourth MOU which will result in the cumulative increase in health insurance premiums for the DCSPA members being 10% or less; therefore DCSPA will not seek to reopen negotiations pursuant to Article 9(F) subsections (1) or (2). The amendments to the CBA through this Fourth MOU are reflected as follows: deleted contribution amounts being stricken through and new contributions amounts being underlined. All other terms of the CBA, including all adopted amendments, shall remain in full force and effect.

**ARTICLE 9. MEDICAL AND DENTAL INSURANCE**

**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.

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~~616.10 per month, whichever is greater.
- b. Employee Plus Spouse: The County will contribute ~~\$776.99~~880.55 per month for the HSA plan.

- c. Employee Plus One Child: The County will contribute ~~\$692.18~~784.77 per month for the HSA plan.
- d. Employee Plus 2 or More Children: The County will contribute ~~\$744.07~~803.66 per month for the HSA plan.
- e. Employee Plus Family: The County will contribute ~~\$1,048.92~~1,153.67 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~~632.79 per month for the PPO plan.
- b. Employee Plus Spouse: The County will contribute ~~\$793.47~~917.28 per month for the PPO plan.
- c. Employee Plus One Child: The County will contribute ~~\$708.80~~819.48 per month for the PPO plan.
- d. Employee Plus 2 or More Children: The County will contribute ~~\$727.69~~838.37 per month for the PPO plan.
- e. Employee Plus Family: The County will contribute ~~\$1,043.95~~1,205.01 per month for the PPO plan.

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

**On behalf of DCSPA:**

Justin Fricke 11/4/2020  
 Justin Fricke (Date)  
 President, DCSPA

**On behalf of Douglas County:**

William B. Penzel 11/09/2020  
 William B. Penzel, Chairman (Date)

ATTEST: Kathy Lewis  
 Kathy Lewis, County Clerk-Treasurer

# **FOURTH MEMORANDUM OF UNDERSTANDING**

**between**

**Douglas County, Nevada**

**and the**

**Douglas County Sheriff's Protective Association –**

**Sergeant's Bargaining Unit**

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

This Fourth Memorandum of Understanding ("Fourth 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-SBU") for the July 1, 2017, through June 30, 2022, labor agreement. DCSPA-SBU sought to reopen negotiations pursuant to Article 9(F) due to the cumulative increase in health insurance premiums over 10% during the term of the CBA, beginning in January 2021. In lieu of reopening negotiations, DCSPA-SBU and the County have voluntarily agreed to enter into a Fourth MOU which increases the amount of money the County will contribute on behalf of any employee represented by DCSPA-SBU for health insurance as set forth below in Article 9(B). Each Party voluntarily agrees the adoption of this Fourth MOU which will result in the cumulative increase in health insurance premiums for the DCSPA-SBU members being 10% or less; therefore DCSPA-SBU will not seek to reopen negotiations pursuant to Article 9(F) subsections (1) or (2). The amendments to the CBA through this Fourth MOU are reflected as follows: deleted contribution amounts being stricken through and new contributions amounts being underlined. All other terms of the CBA, including all adopted amendments, shall remain in full force and effect.

## **ARTICLE 9. MEDICAL AND DENTAL INSURANCE**

### **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.

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~~ 616.10 per month, whichever is greater.
- b. Employee Plus Spouse: The County will contribute ~~\$776.99~~ 880.55 per month for the HSA plan.

- c. Employee Plus One Child: The County will contribute ~~\$692.18~~ 784.77 per month for the HSA plan.
- d. Employee Plus 2 or More Children: The County will contribute ~~\$711.07~~ 803.66 per month for the HSA plan.
- e. Employee Plus Family: The County will contribute ~~\$1,018.92~~ 1,153.67 per month for the HSA plan.

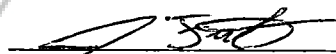
Any County contribution that exceeds the premium on the High Deductible Plan offered by the County will be contributed to the employee's Health Savings Account on the same schedule that health insurance premiums are deducted from paychecks. There will be no additional contributions from the County to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

2. Medical – Preferred Provider Organization (PPO) Plan


- a. Employee Only: The County will contribute ~~\$570.71~~ 632.79 per month for the PPO plan.
- b. Employee Plus Spouse: The County will contribute ~~\$793.17~~ 917.28 per month for the PPO plan.
- c. Employee Plus One Child: The County will contribute ~~\$708.80~~ 819.48 per month for the PPO plan.
- d. Employee Plus 2 or More Children: The County will contribute ~~\$727.69~~ 838.37 per month for the PPO plan.
- e. Employee Plus Family: The County will contribute ~~\$1,043.95~~ 1,205.01 per month for the PPO plan.

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

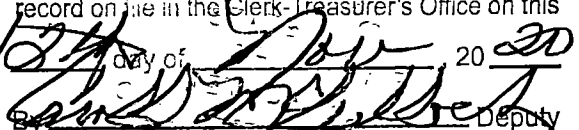
***On behalf of DCSPA-SBU:***

 11/4/2020  
Justin Fricke (Date)  
President, DCSPA

***On behalf of Douglas County:***

 11/09/2020 Douglas County State of Nevada  
William B. Penzel, Chairman (Date)

ATTEST:   
Kathy Lewis, County Clerk-Treasurer

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 12th day of Jan, 2020  
 Deputy