

**Recorder's Office Cover Sheet**

**Recording Requested By:**

**Name:** Wendy Lang

**Department:** Human Resources

DOUGLAS COUNTY, NV **2022-986527**  
This is a no fee document  
NO FEE **06/22/2022 11:09 AM**  
DC/HUMAN RESOURCES Pgs=3



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KAREN ELLISON, RECORDER

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

- Agreement**
- Contract**
- Grant**
- Change Order**
- Easement**
- Other**

**specify:** \_\_\_\_\_

**SEVENTH MEMORANDUM OF UNDERSTANDING**

between  
**Douglas County, Nevada**  
and the  
**Douglas County Employees' Association**

**(Contract of July 1, 2017 through June 30, 2024)**

FILED  
NO. 2022.117  
DATE 6/22/22  
DOUGLAS COUNTY CLERK  
MINDEN, NV  
BY [Signature] DEPUTY

This Seventh Memorandum of Understanding (“Seventh MOU”) amends Article 8 of the collective bargaining agreement (“CBA”) entered into between Douglas County (the “County”) and the Douglas County Employees’ Association (“DCEA”) for the July 1, 2017, through June 30, 2024. This Seventh MOU provides a nine percent adjustment to employee wages and salary ranges via an additional Cost of Living Adjustment and a one-time seven percent market adjustment in July 2022. The Seventh MOU amendments are reflected as follows: deleted language is being shown as ~~stricken through~~ and new language is being underlined. All other terms of the CBA, including all adopted amendments, shall remain in full force and effect.

**ARTICLE 8. SALARIES AND PAY PRACTICES.**

**A. Salary.**

The County has established pay ranges for all County employees. A summary of the current pay ranges is attached as Appendix “A” to this Agreement. Effective June 25, 2022, a one-time market adjustment of seven percent will be applied to each employee’s pay rate and the salary ranges.

**B. Cost of Living Adjustment.**

1. In an effort to maintain salary ranges and employee wages relative to the cost of living, a cost of living adjustment will be made to each employee’s pay rate and salary range the first pay period of each fiscal year (“COLA”).

2. The COLA will be equal to the annual change in CPI (Consumer Price Index) according to the Bureau of Labor Statistics, US City Average for all items, base period of 1982-1984 (CUUR0000SA0), from December to December of each calendar year. This cost of living adjustment will be no less than 0% and no more than 2%, regardless of whether the actual change in the CPI is lower or higher than these caps.

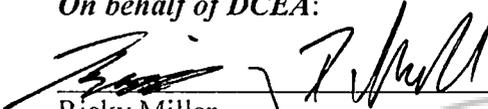
3. Notwithstanding any other term of this agreement, any COLA awarded under Article 8 will be no less than 0% and no more than 2%, regardless of whether the actual change in CPI is lower or higher than these caps.

4. For FY 2017-18 only, the COLA implemented in July 2017 will be no less than two percent (2.0%).

5. For FY 2019-20 only, the COLA implemented in July 2019 will be no less than two percent (2.0%).
6. For FY 2021-22 only, the COLA implemented in July 2021 will be no less than two percent (2.0%).
7. For FY, 2022-23 only, the COLA implemented will be made effective April 9, 2022 and will be two percent. An additional two percent COLA will be implemented effective June 25, 2022, combined with the one-time market adjustment of seven percent per subsection A, for a total increase of nine percent (9%) effective June 25, 2022.
8. For FY 2023-24 only, the COLA implemented in July 2023 will be no less than two percent (2.0%).

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

On behalf of DCEA:

  
 Ricky Miller  
 President, DCEA

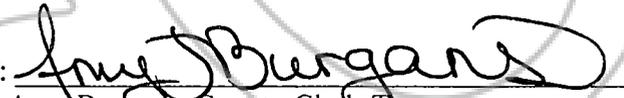
6/9/2022  
 (Date)

On behalf of Douglas County:

  
 Mark Gardner, Chairman  
 Board of Douglas County Commissioners

6/16/22  
 (Date)

ATTEST:

  
 Amy Burgans, 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

22<sup>nd</sup> day of June, 2022

By Janice Balda Deputy