



AGREEMENT

Between

THE COUNTY OF LYON, NEVADA

And

LYON COUNTY EMPLOYEES' ASSOCIATION  
(Bargaining Unit A, Non-Supervisory)  
(Bargaining Unit B, Supervisory)

Effective July 1, 2014

## INDEX

	PAGE
PREAMBLE	3
ARTICLE 1 Non-Discrimination	4
ARTICLE 2 Management Rights	4
ARTICLE 3 Recognition	4
ARTICLE 4 No Strike Pledge	4
ARTICLE 5 Association Security	5
ARTICLE 6 Orientation and New Employees	6
ARTICLE 7 Release Time/Labor Relations Workshop	6
ARTICLE 8 Bulletin Boards/Use of County Equipment	7
ARTICLE 9 Initial Probationary Periods	8
ARTICLE 10 New Job Classification Probationary Period	8
ARTICLE 11 Hours of Work	8
ARTICLE 12 Salaries/Awards/Allowances	10
ARTICLE 13 Shift Differentials	14
ARTICLE 14 Stand-By/Call-Backs	14
ARTICLE 15 Seniority and Layoff	15
ARTICLE 16 Protective Clothing and Equipment	16
ARTICLE 17 Overtime Compensation	17
ARTICLE 18 Vacations	18
ARTICLE 19 Holidays/Holiday Compensation	19
ARTICLE 20 Group Insurance Coverage	20
ARTICLE 21 Sick Leave and Maternity Leave	21
ARTICLE 22 Bereavement Leave	24
ARTICLE 23 Miscellaneous Leave	24
ARTICLE 24 Service Connected Disability	27
ARTICLE 25 Assignments Requiring Motor Vehicles	28
ARTICLE 26 Personnel Files	28
ARTICLE 27 Grievance Procedure	29
ARTICLE 28 Disciplinary and Discharge Action	31
ARTICLE 29 Licenses and Certifications	33
ARTICLE 30 Safety	33
ARTICLE 31 Conflicting Agreements	33
ARTICLE 32 Savings Clause	34
ARTICLE 33 Miscellaneous	34
ARTICLE 34 Effective Date and Duration	35
APPENDIX A FY 2013-2014 - Classification/Salary Ranges	
APPENDIX B NRS 285	
APPENDIX C Formal Grievance Form	
APPENDIX D LCEA Bargaining Unit Classifications	

## PREAMBLE

The County is engaged in furnishing essential public services vital to the health, safety and welfare of the population of the County;

Both the County and its employees have a high degree of responsibility to the public in so serving the public without interruption of essential services;

Both parties recognize this mutual responsibility, they have entered into this Agreement as an instrument and means of maintaining the existing harmonious relationship between the County and its employees, and with the intention and desire to foster and promote the responsibility of sound, stable and peaceful labor relations between the County and its employees;

The parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the County by the statutes of the State of Nevada;

The parties have reached an understanding concerning wages, hours and conditions of employment and have caused the understanding to be set out in the Agreement.

## ARTICLE 1 NON-DISCRIMINATION

The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to race, color, religion, sex, sexual orientation, age, disability, or national origin or because of political or union affiliation. The Association shall share equally with the County the responsibility for applying this provision of the Agreement.

## ARTICLE 2 MANAGEMENT RIGHTS

The County retains the sole right to manage its affairs and direct its workforce within the existing framework of the Nevada Revised Statutes, but not limited to the right to plan, direct and control its operations: to determine the location of its facilities; to determine working hours; to decide the types of services to be provided and the manner of providing them; to decide the work to be performed; to decide the method and place of providing its services; to determine the schedules of work; to hire, layoff, assign, transfer and promote employees; to determine the qualifications of employees; to determine and re-determine job content; to determine the starting and quitting times; to make such reasonable rules and regulations not in conflict with this Agreement, as it may from time to time deem best for the purpose of maintaining order, safety and/or effective operations of its facilities and to require compliance therewith by employees; to discipline and discharge employees for cause. The management rights enumerated in this article shall not be subject to the grievance procedure except as limited in other specific provisions of this Agreement.

## ARTICLE 3 RECOGNITION

- A. Bargaining Unit A (Non-Supervisory): Pursuant to the provisions of the Local Government Employee Management Relations Act, Statutes of Nevada, the County of Lyon, Nevada, hereinafter referred to as "County", recognizes the Lyon County Employees' Association, hereinafter referred to as the "Association", as the exclusive representative for all regular full-time (40 hr week) non-supervisory County employees as hereinafter defined for the purpose of collective bargaining. See Appendix D.
- B. Bargaining Unit B (Supervisory): Pursuant to the provisions of the Local Government Employee Management Relations Act, Statutes of Nevada, the County of Lyon, Nevada, hereinafter referred to as "County", recognizes the Lyon County Employees' Association, hereinafter referred to as the "Association", as the exclusive representative for all regular full-time (40 hr week) supervisory County employees as hereinafter defined for the purpose of collective bargaining. See Appendix D.

## ARTICLE 4 NO STRIKE PLEDGE

- A. The Association agrees that there shall be no strikes against the County under any circumstances and that all County employees shall continue to work under all circumstances.

- B. For the purpose of this Agreement the meaning of the word “strike” shall include, but not be limited to, any concerted stoppage of work, slowdown, and interruption of the operations of the County by the Association and/or its members.
- C. In the event of a strike, the Association shall immediately instruct the involved employees that their conduct is in violation of the Agreement. Such instruction will be reduced to written form should said action continue.

#### ARTICLE 5 ASSOCIATION SECURITY

- A. The County shall deduct from the wages of those employees who are members of the Association and pay over to the proper offices of the Association any monies which the Association advises may be due it from such members, provided that the employee who is a member of the Association has individually and voluntarily authorized such deductions to be made.
- B. The County agrees not to honor any check-off authorizations or dues deduction authorizations executed by any employee in the bargaining unit in favor of any other labor organization or organization representing employees for purposes of negotiation for wages, hours, and working conditions, and other fringe benefits for its members unless otherwise authorized by the Local Government Employee Management Relations Board.
- C. The Association agrees to indemnify, defend and hold the County harmless against any and all claims or suits that may arise out of or by reason of action taken by the County in reliance upon any authorization cards or written information submitted by the Association to the County. The Association agrees to refund to the County any amounts paid to it in error due to the payroll deduction provision upon presentation of proper evidence of error or mistake.
- D. County is no longer required to deduct dues for an employee who revokes his/her dues deduction authorization in writing, effective the pay period following the revocation of authorization.
- E. The Association will certify to the County Human Resources Department in writing the current rate of membership dues. The County will be notified of any change in the rate of membership dues thirty (30) days prior to the effective date of such change.
- F. The County will not be required to honor for any month’s deduction authorizations that are delivered to it later than seven (7) days prior to the first (1<sup>st</sup>) pay day of the month.
- G. If an employee-member transfers to another bargaining unit position, from one County department to another, he/she shall be continued on the dues deduction rolls.

## ARTICLE 6 ORIENTATION AND NEW EMPLOYEES

- A. The County will provide notification to the Association President and Secretary notification of each new full and part-time hire, and each full-time and part-time employee promoted/transferred to this bargaining unit within five(5) business days. Notification will include the name/classification/date of hire/department/step in grade. The County will advise employees where they can locate this Agreement.

NOTE: Inclusion of “part-time employees” does not alter or amend Article 3(A) and (B) which provides that only “full-time employees” are part of the bargaining unit.

- B. The County will provide an orientation program for new bargaining unit employees covering County Policies and Procedures. All bargaining unit employees are responsible for reviewing and familiarizing themselves with the County’s Policies and Procedures manual, including but not limited to, the policies relating to equal employment opportunity, illegal harassment, workplace violence, and alcohol and drug abuse. Copies of the County’s Policies and Procedures manual will be maintained in each County Department for review and access to new and existing bargaining unit employees.
- C. The hiring supervisor or department head will be responsible for the orientation of each new employee. Orientation will include, but is not limited to, a review of the organization and services of the County, work rules, standards of performance, specific departmental personnel policies and procedures. Additionally, the supervisor or department head will ensure that all new hire paperwork, including payroll and benefit forms, has been completed, introductions to other employees have been made, and that the employee has the opportunity to have all questions answered.

## ARTICLE 7 RELEASE TIME/LABOR RELATIONS WORKSHOP

- A. Grievance Committee Members will be designated by the Association:
1. The Association shall notify the County, in writing, of the names of the Grievance Committee Members and their respective jurisdictional area and the effective date of such designation.
  2. An employee requesting a Grievance Committee Member(s) or other Association Representation under the grievance procedure article of this agreement will be granted such representation. No employee requesting Association Representation will be required to meet with the County regarding disciplinary matters without said representation.
  3. Grievance meetings will be conducted on County time without loss of pay to the Grievant and Grievance Committee Member(s).

4. Grievance investigations which cannot be conducted during off duty hours may be conducted by the Grievance Committee Member(s) on County time without loss of wages. The Grievance Committee Member(s) shall notify the supervisor in charge and such investigation shall not disrupt County services.
  5. Use of County time for grievance handling shall not be abused by the Grievance Committee Member(s).
  6. The Association may designate alternate Grievance Committee Member(s) to serve in the absence of the Grievance Committee Member(s) who may be on authorized leave of absence from work.
  7. The Association shall also notify the County of the Association's designated business representative and alternate business representative as required by N.R.S. 288.
- B. The County agrees to allow Association Officers and Grievance Committee Member(s) reasonable release time, and allowed the use of County computers to review Association e-mails and respond to e-mails. Release time and the use of County computers will not interfere with County services.
- C. The County and the Association agree to meet quarterly, unless mutually agreed to meet sooner, to discuss labor issues/matters that are of concern by either party. If there are no issues/matters to discuss the parties agree not to meet. The Labor Relations Workshop Members will be:
- County: County Manager or designee, Human Resources Director or designee and the Comptroller or designee.
- Association: President, Vice-President, one (1) other member appointed by the Association President, and the Association's Labor Representative.

ARTICLE 8 BULLETIN BOARDS/USE OF COUNTY EQUIPMENT

- A. The County shall provide bulletin board space for use by the Association subject to physical limitations. All notices posted on County bulletin boards will be authorized and signed by the Association President.
- B. No inflammatory or derogatory notices will be posted on the County bulletin boards.
- C. The County agrees to permit the use of County Department copiers for Association business. The Association shall be charged quarterly for such use at County cost. Use of these copiers shall be limited to five hundred (500) copies per month provided, however, that additional use may be allowed upon approval by the County Manager.
- D. The County agrees to permit the Association to use Department equipment for the purpose of producing electronic copies (PDF Files.)

## ARTICLE 9 INITIAL PROBATIONARY PERIODS

- A. All newly hired County employees, except dispatchers, shall be required to serve a six (6) month initial probationary period. The probationary period for dispatchers shall be eighteen (18) months.
- B. During said initial probationary period, an employee may be disciplined or discharged by the County and will have no access to the appeal system provided by this agreement's grievance procedure. Prior to completion of the probationary period, a performance evaluation will be conducted to ascertain the advisability of continued employment on a regular basis. An employee will be notified in writing that s/he has become a regular full-time employee. Lyon County reserves the right to extend the duration of this probationary period up to three (3) months when such an extension is determined appropriate in Lyon County's sole and absolute discretion. For dispatchers, the probationary period is established as eighteen (18) months, with the extension period established as three (3) months.

## ARTICLE 10 NEW JOB CLASSIFICATION PROBATIONARY PERIOD

- A. All County employees that have by promotional opportunity, job bid or voluntary transfer, or have been assigned to another job classification shall be required to serve a three (3) month new job probationary period.
- B. An employee serving in a new job probationary period who is not performing assigned job responsibilities may be returned to his or her former position, if still available, or to a position for which the employee is qualified and if such a position exists.
- C. Should the County be unable to return said employee to this former position or a position for which the employee is qualified not be available, the employee in question will be subject to the lay-off and re-call procedure.

## ARTICLE 11 HOURS OF WORK

- A. Except as may be otherwise provided, an employee who occupies a full-time regular position shall normally work forty (40) hours exclusive of meal breaks, in each week. Nothing contained herein shall be construed as limiting or preventing the County from establishing other work shifts as the need arises.
- B. Employees working a five-day, forty-hour week (designated 5/40) shall work eight (8) hours per day for five (5) days in any seven (7) consecutive calendar days, and shall receive two (2) consecutive "days off" within that calendar week.
- C. The County may authorize its employees to work a four-day, forty-hour work week (designated 4/40). Employees working a 4/40 shall work ten (10) hours per day for four (4)



days within any one (1) calendar week, and shall receive three (3) “days off” of which two (2) must be consecutive within that calendar week.

- D. The County may authorize its employees to work a three-day, thirty-six-hour work week (designated 12/36). Employees assigned to 12-hour shifts (12/36) will work 12-hour shifts for 4 days with 3 consecutive days off in the first week and will work 12-hour shifts for 3 days and a 4-hour shift for 1 day with 3 consecutive days off in the second week of each 2 week pay period.
- E. Work shall be scheduled in a manner which allows employees rest/break periods and meal periods. Employees shall receive the rest/break periods and meal periods to which they are entitled, schedules and lengths of rest/break and meal periods may be adjusted from time to time to meet the needs of individual employees and to respond to changes in department workload. Emergency services maybe exempt due to staffing levels.
- F. Employees will be granted one (1) fifteen minute rest/break period during each work period of four (4) hours or more. Rest/break periods may not be taken at the beginning or the end of a work period and may not be scheduled or taken consecutively or in conjunction with meal periods. Emergency services maybe exempt due to staffing levels.
- G. Subject to the provision of Nevada Revised Statutes 288.150 (4), nothing herein shall be construed to limit the authority of the County to make temporary assignments to different or additional locations, shifts or work duties for the purpose of meeting emergencies, however, when no emergency exists or when conditions prevent the County from providing the following minimum notice, any changes in work schedule will include advance notice to the affected employees of no less than five (5) working days.
- H. Employees who work six (6) or more hours in a workday are allowed an uninterrupted, unpaid meal period of a minimum of thirty (30) minutes at or about midpoint of their workday. Employees will be entirely relieved of their job responsibilities and are free to leave the worksite. Supervisors or department heads will be responsible to ensure that, wherever and whenever possible, employees will be permitted the minimum thirty (30) minutes uninterrupted meal period. If an employee’s meal period is interrupted by a work-related matter, the employee will be paid for the meal period. Emergency services maybe exempt due to staffing levels.
- I. Emergency Volunteer Service - An employee who is a participant in any volunteer emergency service (e.g., fire protection, ambulance service, or search and rescue) shall not schedule himself/herself for on-call duty during work hours. In the event it is necessary for the employee to be scheduled for on-call duty during regular work hours, he/she will consult with his/her supervisor prior to the on-call period. In the event an employee is called out during normal working hours, he/she shall receive total regular compensation and shall remain in full employment status while performing the volunteer service for the period that he/she would have been working for the County.
- J. In-Service Training – In-service training and travel time to and from the training that is required by the employer, shall be included in hours of work, including regular days off, holidays, etc..

## ARTICLE 12 SALARIES/AWARDS/ALLOWANCES

### A. Pay Period.

The County agrees to provide compensation services rendered on a bi-weekly basis. All bargaining unit employees will be paid via automatic payroll deposit to an approved financial institution or via payroll check. Checks will be mailed to the address of the employee's choice including but not limited to the employee's home or work address and direct deposit vouchers will be sent to individual Department/Agency Heads or Elected Officials for distribution to employees in various work locations. If payroll checks are lost in the mail or not received by Saturday following issuance of the check, on written request by the employee not later than 9:00 a.m., Monday, or Tuesday if Monday is a holiday, the County will issue a stop payment and reissue the payroll check for delivery to the employee on Monday or if Monday is a Holiday on Tuesday. Payroll checks received after a stop payment is requested will be returned to the County and will not be cashed, endorsed or deposited by the employee.

Effective July 1, 2002, all new bargaining unit employees will be required to be paid via automatic payroll deduction to an approved financial institution. Exceptions must be for good cause and are subject to the approval of the County Manager or his/her designee.

### B. Salary increases.

1. Employees who exceed their recommended salary range will be Y-rated (i.e. frozen) at their current salary until the top step of the employee's approved salary range meets or exceeds the employee's Y-rated salary at which time the employee's Y-rated salary will be automatically adjusted to equal the top step of the approved salary range.

See Appendix A for salary schedules effective upon the adoption of this agreement.  
(Employee/Employer Paid PERS rate adjustments only).

2. On the recommendation of the appointing authority and approval of the County Manager, annual step increases will be granted to an employee as recognition of receiving an overall annual evaluation meeting or exceeding the "standard" work performance standard as established by the County for assigned duties on the employee's annual performance evaluation in the form of up to a one step (2.5%) increase to the top of the employee's classification. Merit raises will not be granted to employees at the top step of the approved salary range. The annual evaluation will be prepared on the employee's anniversary date and any merit increase will be effective on the pay period following the employee's anniversary date. The denial of merit increase based on the employee not meeting or exceeding the "standard" work performance standard is not subject to the negotiated grievance procedure.
3. Effective the first full pay period following 7/1/1999, step 12\* was added
4. Effective the first full pay period following 7/1/2000, step 13\* was added.
5. Effective the first full pay period following 7/1/2001, steps 14\* & 15\* were added.

6. Effective the first full pay period following 7/1/2014, step 16 will be added.
7. Effective 7/1/2014 a 1% Cost of Living Increase will be added to the Lyon County Compensation Schedule.
8. Effective 7/1/2015 a 1% Cost of Living Increase will be added to the Lyon County Compensation Schedule.

\*Maintain 2.5% between steps.

Appeal of denial of a merit increase to County Manager within five (5) days of receipt of denial is not part of the grievance procedure. County Manager may affirm or overrule the denial of merit increase after consultation with the employee and Department Head. Decision of County Manager is final and not appealable or grievable.

C. Salary rate upon initial appointment.

The minimum step to each class will be the normal entry rate. An initial employment at a rate above the minimum must be approved by the County Manager.

D. The rate of pay for either a part-time, temporary, seasonal, emergency, or permanent intermittent employee shall be the grade for the classification of the position filled.

E. Salary rate upon promotion.

A regular employee who is promoted to a new classification will move to the nearest step in the range for the new class which provides at least a five (5%) percent pay increase, not to exceed the top step in the range for the new class. In no event shall a promoted employee's salary be less than the starting pay of the salary range for the new position.

Reclassification to a class with a higher salary range is a promotion. Reallocation of an existing class to a higher salary range is NOT a promotion. Employees in a class that has its salary range adjusted will be assigned to a step in the new range that provides the same or not less than the previous rate of pay.

F. Salary rate upon lateral transfer.

Upon transfer to the job classification in the same pay class. The affected employee shall retain his/her same rate of pay.

G. The following shall not be considered as breaks in qualifying service or salary adjustments:

1. Authorized military leave provided that the person is reinstated within ninety (90) days following honorable discharge from military service.

2. Authorized educational leave.
3. Time during which employee is receiving compensation for injury or disease arising out of and in the course of his or her employment.
4. Authorized leave of absence without pay of ninety (90) calendar days or less within any calendar year.
5. Authorized leave of absence due to long term illness may be extended beyond ninety (90) days upon written request of the Department Head and employee to the County Manager for approval.

#### H. New/Revised Job Classification/Description.

The County shall advise the Association of all new/revised job classifications/descriptions it intends to implement at least ten (10) working days prior to said implementation. At the time of notification to the Association, the County will provide a copy of the current job description and, if applicable, wage range, and a copy of the new proposed/revised job description and, if applicable, proposed wage range. The County and the Association shall negotiate the appropriate wage rates.

#### I. Temporary Duty Pay.

Employees temporarily assigned to a higher position shall be entitled to five percent (5%) of base pay in additional responsibility pay retroactive to the first hour of the first day the assignment began, beginning with the third day or shift (third day or shift for employees assigned to a four (4) day workweek) of such temporary assignment. Temporary duty pay terminates at the end of the temporary assignment, which shall not exceed six (6) months without the written consent of the County Manager. If the County Manager extends a temporary assignment beyond six (6) months, the County will notify the LCEA, in writing, of the Department, name of individual, classification, length of extension, and reason for extension.

#### J. Longevity Pay

Employees who have worked fifteen (15) or more years and are at the top step of their salary grade will receive a longevity bonus of two and one-half (2.5%) of their base pay, once a year, on the first pay period following the employee's date of hire anniversary date. Longevity bonus is not added to base salary.

Employees may elect to have the County purchase PERS Service Credit with the annual 2.5% annual longevity bonus earnings. These earnings would not be reported as taxable income for the employee under this option. Employees choosing this option must notify the Human Resources Department in writing of their choice to elect the PERS Service Credit Purchase option prior to their anniversary date. The election must be made every year. Should no written request be received prior to the employee's anniversary date the longevity bonus will be paid to the employee. Any partial day PERS Service Credit funds available from the 2.5% annual bonus will be paid to the employee.

#### K. Salary Studies

The County will hire an outside consultant to perform a Countywide Salary and Benefit Survey. Upon completion, the County will provide copies of the completed Study to the Association. The County will meet with the Association to discuss the Survey and plan for implementation.

#### L. Operations Improvement Awards

Effective January 1, 2006, the County established an Operations Improvement Award Program consistent with the provisions promulgated under NRS Chapter 285 (See Appendix B).

Employees shall receive a cash payment arising out of adopted suggestions, which will reduce or eliminate County expenditures, or improve the operation of County services. The annual cost of said award program will not exceed Two Thousand Dollars (\$2,000.00) and the maximum awarded, per employee, shall not exceed Five Hundred Dollars (\$500.00) per cost savings submission.

#### M. Travel Meal Allowances

In-State meal allowance shall be in accordance with the County Personnel Manual, Article 8. TRAVEL EXPENSES, Section 8.2 Allowances, 8.2.3. Meals.

Out-of-State meal allowance shall be in accordance with the U.S. General Services Administration Per Diem Rates.

#### N. Early Separation Incentive Program

Employee may refer to the County Personnel Policy Manual Section 7.9 for details on the program. The County retains the right to amend or eliminate County Policy in accordance with Article 31, Section C.

#### O. Educational Assistance

Employee may refer to the County Personnel Policy Manual Section 7.7 for details on the program. The County retains the right to amend or eliminate County Policy in accordance with Article 31, Section C.

#### P. Modified Duty

Employee may refer to the County Personnel Policy Manual Section 7.5 for details on the program. The County retains the right to amend or eliminate County Policy in accordance with Article 31, Section C.

## ARTICLE 13 SHIFT DIFFERENTIALS

- A. Shift differential shall be paid for any hours worked after 6:00 P.M. and before 6:00 A.M., current daylight or standard time. The shift differential shall be paid per hour for all employees that are involved in four (4) or more hours of shift work for actual hours worked on swing or grave shift as follows:
1. Employees assigned to work swing shifts shall be paid a shift differential of Seventy-five Cents (\$0.75) per hour for all hours worked from 6:00 P.M. – 12:00 midnight. Employees assigned to work graveyard shifts shall be paid a shift differential of One-Dollar (\$1.00) per hour for all hours worked from 12:00 midnight – 6:00 A.M.
  2. When an employee's shift begins after 6:00 P.M. and/or there is an overlap of swing and graveyard shifts, the employee will be compensated at Seventy-five Cents (\$0.75) per hour until 12:00 midnight and One-Dollar (\$1.00) per hour from 12:00 midnight through 6:00 A.M.

## ARTICLE 14 STAND-BY/CALL-BACKS

- A. Stand-by Pay: "Stand-by" is defined as time in which an employee is required by the County to remain available within thirty (30) minutes or less, at the employee's residence or by electronic device, to respond to any calls received. An employee may not consume alcoholic beverages while on Stand-by status. An employee placed on Stand-by status shall be compensated at the rate of one (1) hour of base pay for each eight (8) hour shift or major portion thereof. Stand-by time shall not be considered in determining overtime pay or compensatory time for a normal workday. Employees on Stand-by called to perform work, will be compensated as prescribed in the Call-back section of this Article for all work actually performed. An employee who is placed on Stand-by status on a regular holiday, shall be compensated at the rate of one and one-half (1½) of base pay for Stand-by time. An employee who is on Stand-by status and who is called in to work on a holiday shall be compensated in pay or compensatory time at double base pay. If any law, rule or regulations shall require that Stand-by time be compensated at a rate different than herein provided, the County may terminate the use of Stand-by status.
- B. Call-back Pay: "Call-back" is defined as compensation earned for returning to duty after the employee completes his/her regular shift where the employee is off duty for any period of time and is requested to return to duty with less than twelve (12) hours notice. All Call-back hours shall be compensated at the overtime pay rate with a minimum of two (2) hours pay. Call-back pay and the two (2) hour minimum do not apply to overtime scheduled with more than twelve (12) hours notice, or where the employee is held beyond his/her regular shift. There will be no overlapping of call-back and stand-by pay if an employee works less than two (2) hours on the initial call-back and then is called back on a second time during the initial two (2) hour period, the employee will not be entitled to additional overtime pay unless the total time worked for both call-backs exceeds two (2) hours. In such cases, the employee shall be paid for the total hours worked.
1. Alarm acknowledgment call-back: This alarm acknowledgment call-back pay provision shall apply to the County Utilities employees only. Alarm acknowledgment will be compensated at comp-time off or pay at the overtime rate (1½ times), one (1) hour

minimum, to cover actual time used to reset the alarm or acknowledgment by phone. All stand-by personnel will be provided a County vehicle for use on emergency calls only.

## ARTICLE 15 SENIORITY AND LAYOFF

- A. Definition: Seniority is defined as the length of continuous paid employment with the County. Seniority shall be retained, but shall not accrue during any period of leave without pay, with the exception of re-employment from layoff. This Section shall refer to regular employees as heretofore defined.
- B. Scheduling Vacation: Seniority shall be a major consideration for determining which employee or group of employees receive first preference in vacation scheduling. Seniority shall not override a previously requested and approved vacation of a less senior employee.
- C. Vacancies and Promotional Provisions: Qualified employees will be given an opportunity to apply for all vacancies and promotional positions. Whenever the County seeks to fill a vacancy the County shall except for Departmental Promotional recruitments, within ten (10) working days prior to closing of the job application period, post notice with the job description, qualifications and requirements of the position on County bulletin boards located at Utilities/Public Works, the Yerington Roads Facility and the County Administration building, send a staff email job notice and post the job notice on the County website. When the position to be filled is available for promotion, qualified employees will first be considered before the subject position is posted for transfer or non-employee application. All qualified applicants will participate in the testing process, if one is used. County employees' seniority and qualifications shall be a major factor considered in filling job vacancies.
- D. Layoffs and Recalls: Seniority by classification shall be a principal consideration in cases of layoff and recalls. The County reserves the right to determine which classifications will be subject to layoffs and recalls. The Association shall be given written notice fifteen (15) days prior to an employee's layoff. An employee may be retained, without consideration of seniority, should that employee possess a skill not possessed by another employee. The employee without the needed skill shall have the option of choosing a transfer instead of being laid off, provided there is an opening for which the employee is qualified in the bargaining unit.

## LAYOFF/RE-EMPLOYMENT

### 1. General Policy

The parties to this agreement confirm that the general employment policy of the County, with respect to employees, shall be that the County, in all instances, shall attempt to retain the most competent and best qualified applicants and employees.

### 2. Layoff Process

- a. In the event of a layoff or reduction in force due to lack of funds or lack of work, the

order of layoff shall be casual workers, temporary employees, or probationary employees, and then regular full-time employees.

b. If it is necessary to layoff regular employees and two (2) or more employees are equally competent and qualified, then seniority shall be used to determine which employee(s) are to be laid-off. Seniority is the total length of continuous full-time paid employment with the County. Employees adjudged the least competent and least qualified shall be laid off first.

c. County-wide Layoff Re-employment List of Bargaining Unit Positions

1) A County-wide re-employment list shall be established for employees affected by layoffs. Such a list shall take priority over departmental and other re-employment, or employment lists in the event of rehiring. If the employee refuses an offer of re-employment, the employee shall be removed from the list.

2) On re-employment from a layoff list, if returned within two (2) years, the employee shall be reinstated to the classification and wage held at the time of layoff. The length of time for the re-employment from a layoff list as stated above, will be changed to two (2) years during the term of this Agreement. Upon expiration of this Agreement, unless mutually agreed by both parties, the re-employment layoff list will revert back to one (1) year. If conditions have so changed that it is not possible to reinstate the employee in the same classification, the employee shall be reinstated in the classification and wage that is most nearly comparable to the employee's original classification and wage as is possible under the circumstances. Any unused sick leave accrual shall be reinstated to the employee. Reinstated employees will return to accrual rates for sick and annual leave time at the rate they were accruing when laid off.

3) An employee who has been laid-off shall be responsible for providing the County's Human Resources Manager with any address change.

#### ARTICLE 16 PROTECTIVE CLOTHING AND EQUIPMENT

A. When it is determined by the Department Head that specific protective devices, wearing apparel, and other equipment necessary to protect an employee from injury or exposure is reasonable and prudent, the employer shall furnish such devices, apparel and/or equipment, which may include, but shall not be limited to, coveralls, safety footwear, safety glasses, high visibility gear, rain gear and/or winter gear. Damaged equipment or apparel shall be turned in to the supervisor for replacement.

The County agrees to pay up to a maximum of Two Hundred Dollars (\$200.00) per fiscal year for replacement of safety footwear that is required by the County Comprehensive Safety Policy. Reimbursement conditioned upon valid receipt following prior written approval by the County.

B. Effective August 1, 2000, and annually thereafter, the association may appoint one (1) delegate member from its ranks to serve on the County Safety Committee.



- C. Effective July 1, 2014 an annual tool allowance of Four Hundred Fifty Dollars (\$450.00) per fiscal year, shall be provided to all Auto and Heavy Equipment Mechanics to replace or purchase tools necessary to perform assigned duties. The Mechanic may, every quarter (3 months), turn in for approval and reimbursement receipts over Fifty Dollars (\$50.00) for tools. Receipts turned in for approval and reimbursement in the last quarter must be received by the Comptroller's Office no later than June 15 in order to qualify for the fiscal year Tool Allowance. There is no minimum dollar amount required in the last quarter, but it is recommended that it be at least Twenty-Five Dollars (\$25.00). A Memorandum signed by the Department Manager shall be forwarded to the Comptroller's Office with each employee's receipt(s) requesting that the reimbursement be processed.

## ARTICLE 17 OVERTIME COMPENSATION

- A. Overtime for an employee working a five-day (5), forty-hour (40) week is defined as all time worked in excess of one eight-hour (8) shift in any twenty-four (24) hour period, and all time worked in excess of forty (40) hours in any seven (7) consecutive days. Annual leave and worked/unworked holidays listed in Article 19 will be included as time worked. Sick leave will not be included as time worked.
- B. Overtime for an employee working a four-day (4), forty-hour (40) week is defined as all time worked in excess of one ten-hour (10) shift in any twenty-four (24) hour period, and all time worked in excess of forty (40) hours in any seven (7) consecutive days. Annual leave and worked/unworked holidays listed in Article 19 will be included as time worked. Sick leave will not be included as time worked.
- C. Overtime for an employee working a three-day (3), thirty-six hour (36) week is defined as all time worked in excess of one twelve-hour (12) shift in any twenty-four (24) hour period, and all time worked in excess of forty (40) hours in any seven (7) consecutive days. Annual leave and worked/unworked holidays listed in Article 19 will be included as time worked. Sick leave will not be included as time worked.
- D. Overtime shall be compensated at an overtime pay rate of time and one-half (1½) basic pay, or if requested by the employee in writing at the time the overtime is earned, in compensatory time at rate of time and one-half (1½) off, per overtime hour worked. If overtime is compensated by compensatory time off, the compensatory time off shall be taken within sixty (60) calendar days of accrual or, the overtime shall be compensated in cash at the overtime pay rate.
- E. All overtime will be approved in advance, unless an emergency situation prevents prior approval. County reserves the right to require overtime in event of an emergency.
- F. By mutual agreement, a Department Head and an employee may establish a temporary work schedule which is exempt from the provisions of paragraphs A, B, C, D and E of this Article, subject to approval by the Association, which approval shall not be unreasonably withheld, but no such agreement shall violate federal wage and hour standards for hourly employees.

- G. When scheduling non-emergency overtime, the County will attempt to provide the affected employee(s) at least two (2) working days advanced written notice of such required work.
- H. When scheduling non-emergency overtime the County will attempt to equally distribute such overtime work among those qualified bargaining unit employees normally assigned such work.
- I. Departments will maintain lists of employees wishing to volunteer for overtime work. Where possible the County will call employees on the list to work overtime. If there are no volunteers for overtime or if the nature of the overtime dictates, the County may order bargaining unit employees to work overtime without regard to the employee being on the list.
- J. In the event an employee transfers from one department to another within County, all accumulated overtime from the old department will be paid in the next succeeding pay period.

#### ARTICLE 18 VACATIONS

- A. Policy: The parties hereby agree that annual vacations contribute to employee efficiency and therefore are a benefit to the County. Consequently, employees should take vacations annually, rather than accrue large amounts of vacation leave. To accomplish this goal the parties agree that employees in any event may not accumulate more than two hundred forty (240) hours, as of January 1 of any year. Vacation time accrued in excess of this provision shall be lost without compensation or, at the employee's option, be donated to the Catastrophic Leave Account, except if the County requires an employee to work rather than utilize accrued vacation time (which would be lost because of such work), the employee shall be paid at regular base pay for all excess hours above two hundred forty (240) hours. This maximum annual accrual of two hundred forty (240) hours is mandated by Nevada Revised Statute 245.210 Section 2. (a).
- B. Accrual of vacation leave (A month is defined as 173.33 hours worked):
  - 1. Regular employees working on a full time basis shall earn vacation leave at the rate of 3.34 hours per month (40 hours per year) for the first year of continuous employment with the County, pro rata.
  - 2. After one (1) year of continuous employment with the County regular employees working on a full time basis shall earn vacation leave at the rate of ten (10) hours per month (120 hours per year), pro rata.
  - 3. Employees who have been employed by County for five (5) years or longer shall earn vacation leave at the rate of fourteen (14) hours per month (168 hours per year), pro rata.
  - 4. An employee is not entitled to take accumulated vacation leave until the employee has completed six (6) months of County service.

5. No minimum or maximum limit shall be placed on the amount of vacation leave an employee may take; so long as the employee has accrued the hours and arrangements have been made in advance with the Department Head.

C. Payment for vacation leave:

1. An employee who is separated from County employment is not entitled to be paid for accrued vacation leave unless the employee has completed the employee's probationary period, and six (6) months of employment.
2. Except as set forth in paragraph A. and sub-paragraph C.(1) preceding, upon separation from service an employee shall be paid a lump sum payment of unused vacation leave, not to exceed two hundred forty (240) hours, accrued through the last day worked.
3. Upon death of a County employee the County shall pay to the employee's estate a lump sum payment for unused vacation leave, accrued through the last day worked.
4. Payment for time accrued in lieu of vacation leave shall not be allowed except as provided for in paragraph A. and sub-paragraphs C.(1) and C.(2) immediately preceding.

D. NEVADA REVISED STATUTE 245.210

If the pertinent parts of Nevada Revised Statutes (N.R.S.) 245.210 should be repealed and/or modified in the future, the parties agree to restore all or part of the deleted previously negotiated in good faith language stating that an employee may not accumulate more than 280 hours or in the case of an employee having five (5) or more consecutive years of service, four hundred forty (440) hours as of January 1 of any year, effective on or after the effective date of the amendment to and in accordance with the N.R.S. 245 revisions.

ARTICLE 19 HOLIDAYS/HOLIDAY COMPENSATION

- A. For the purposes of this Article, "Holiday pay" shall be defined as a premium paid to eligible employees for time not worked on a designated holiday. The increment of pay for each holiday shall be equal to eight (8) hours, ten (10) hours or twelve (12) hours, depending on the affected employee's normal shift hours, at the employee's regular straight-time hourly rate.

- B. Eligible employees shall receive holiday pay for these designated holidays:

January 1 (New Years Day)  
Third Monday in January (Martin Luther King's Birthday)  
Third Monday in February (President's Day)  
Last Monday in May (Memorial Day)  
July 4 (Independence Day)  
First Monday in September (Labor Day)  
Last Friday in October (Nevada Day)

November 11 (Veterans Day)  
Fourth Thursday in November (Thanksgiving Day)  
Fourth Friday in November (Day after Thanksgiving Day)  
December 25 (Christmas Day)

C. Definitions:

Regular Time = Base pay times one (1).

Holiday Pay = Base pay times one (1) for normal scheduled hours per day.

Overtime = Base pay times one and one-half (1-1/2) times.

Worked Holiday Pay = Base pay times one and one-half (1-1/2) times.

Worked Holiday Overtime = Base pay times two and one-half (2-1/2) times.

D. Observance of Holidays:

1. For employees scheduled to work Monday through Friday, designated holidays falling on a Saturday shall be celebrated as paid time off on the preceding Friday and designated holidays falling on a Sunday shall be celebrated as paid time off on the following Monday.
2. For employees scheduled to work a schedule other than Monday through Friday, a designated holiday falling on an employee's regularly scheduled day off shall be paid as prescribed in Section A. of this Article.

E. To be eligible for holiday pay, the employee must be in paid work or paid leave status on his/her regular scheduled workday before and after the holiday.

ARTICLE 20 GROUP INSURANCE COVERAGE

A. The County and the Association agree that the County will continue to pay one hundred percent (100%) of the cost of the employee's hospitalization and health insurance policy including major medical co-insurance program.

The County and The Association agree that the topic of funding dependent health insurance may be discussed and acted upon during open budget workshops. The County agrees to invite the Association to those workshops.

B. To be eligible for group insurance, an employee must occupy a regularly budgeted position and qualify for benefits as described in the Lyon County Policy Manual, Section 7.1.

C. When an employee requests leave without pay and all accrued sick and annual leave is exhausted, the employee shall be dropped from the insurance plan or have the option to continue the premiums at her/his own expense, if approved by the Board of Commissioners.

- D. The employee will pay the entire cost of dental, vision, and/or life insurance coverage for his/her spouse and/or dependent's under the group insurance program. The employee's cost of dental, vision and/or life insurance for his/her spouse and/or dependent's shall be paid via automatic payroll deduction.
- E. The County agrees to deduct from the employee's paycheck the elected coverage for the employee's spouse and/or dependent's in two (2) amounts on the first and second pay period of each calendar month.
- F. The County will institute a County-wide Insurance Committee comprised of representatives from all employee organizations and management. The County Manager or designee shall chair the Committee. The Committee shall meet periodically and provide input, dialogue, and consultation and be able to make recommendations on issues pertaining to insurance matters. The County Commissioners shall retain decision making authority for all matters relating to group insurance that are not expressly covered by the collective bargaining agreement.

G. Group Life Insurance Coverage

Employee may refer to the County Personnel Policy Manual Section 7.2 for details on the program. The County retains the right to amend or eliminate County Policy in accordance with Article 31, Section C.

ARTICLE 21 SICK LEAVE AND MATERNITY/PATERNITY LEAVE

A. Sick Leave:

- 1. All Regular Full-time employees of the County shall be entitled to sick and disability leave with pay for one and one-fourth (1¼) working days for each month of service in the employ of the County, which may be accumulated from year to year up to a total accrual of one thousand two hundred fifty (1,250) hours.
- 2. Regular part-time employees shall be allowed prorated sick leave on the basis of one and one-fourth (1¼) working days of credit for each equivalent month of full-time service.
- 3. No sick leave shall be granted to an employee during the first six (6) months of employment, but such leave shall accrue from the start of employment and may be used after the completion of six (6) months of service.
- 4. Sick leave is for use in those situations in which the employee must be absent from work due to:
  - (a) physical illness or injury to the employee;
  - (b) medical and or dental appointments for the employee, provided the employee makes a reasonable effort to schedule such appointments at times which have the least interference with the workday;

- (c) the need to care for an individual who is dependent upon the employee for care and requires the presence of the employee at the home of the employee, or the home of the ill individual, or to provide transportation of the ill individual for medical and/or dental treatment;
  - (d) exposure to contagious diseases and whose attendance is prevented by public health requirements, and/or is quarantined;
  - (e) any disability, including disability caused or contributed to by pregnancy, miscarriage, abortion, or childbirth;
  - (f) the death of a family member related by birth, adoption and/or through marriage, partner and/or an individual who was dependent upon the employee for care.
5. An employee may decline to use any or part of the sick leave benefits normally payable to him/her while receiving benefits under Chapter 616 or 617 of N.R.S. During such period of time, the employee shall be considered on leave of absence without pay.
  6. Sick or disability level exceeding more than three (3) consecutive days may require written confirmation by a physician or dentist, unless approved by the Department Head. Department Heads may require confirmation of absence if they believe leave is being abused. Except for just cause, the County may not require retro-active written confirmation for days used.
  7. No County employee shall be entitled to sick leave for any disability arising from any sickness or injury purposely self-inflicted or caused by willful misconduct of said employee, or sickness or disability sustained while on an unexcused absence during normal working hours.
  8. Effective July 1, 1995, any employee using sixteen (16) hours or less of any combination of sick/family sick leave during a calendar year shall be entitled to one (1) personal day off with pay to be used or lost within one (1) year. Scheduling the personal day off shall be in the same manner as scheduling vacation leave. On the employee's monthly pay stub, the County will provide each employee notification of sick leave hours used. The County will notify each employee who qualifies to receive the personal day off with pay at the end of each calendar year.

The change to the calendar year became effective on January 1, 2004.

**B. Maternity/Paternity leave:**

1. An employee is entitled to use accumulated sick leave as maternity/paternity leave in accordance with those rights outlined in the federal Family and Medical Leave Act (FMLA).
2. Unless as otherwise provided herein, the decision as to when such leave begins will be based on information provided by the employee's personal physician. The County may

require the employee to have a medical examination by a doctor of its choice and at its expense for the purpose of determining if the employee is able to return to work.

3. Paid sick leave shall not be used for providing child care to a healthy infant or for the conditions of pregnancy, which do not incapacitate the employee for duty.
  4. The failure to report for assignment at the expiration of maternity leave shall be considered as a resignation, the effective date of which shall be determined based on the repayment of paid sick leave.
  5. In every case, an employee shall submit a written report from her physician to the appointing authority as to the anticipated dates of absence, and a second report stating that she is physically able to return to work as of a given date.
  6. When an employee returns to duty in compliance with an authorized absence, such employee shall be reinstated in accordance with the Family Medical Leave Act, in the same classification, position, shift, unit, scheduled hours, and pay in which such employee was employed before her leave, but if conditions in the County have so changed that it would not be feasible to reinstate the employee in such a manner, then the County will reinstate the employee to as nearly comparable a position and shift as is reasonable under the circumstances.
- C. Sick Leave Payoff. Effective August 1, 2000, upon Nevada PERS retirement from Lyon County, an employee shall be entitled to payment for unused sick leave in excess of thirty (30) days, according to his/her number of years of Lyon County public service, calculated using the employee's basic hourly rate of pay as of the effective date of the Nevada PERS retirement as follows:

Effective first full pay period following July 1, 2007

1. For ten (10) years of service or more, but less than fifteen (15) years, not more than Two Thousand Dollars (\$2,000.00).
2. For fifteen (15) years of service or more, but less than twenty (20) years, not more than Two Thousand Five Hundred Dollars (\$2,500.00).
3. For twenty (20) years of service or more, but less twenty-five (25) years, not more than Three Thousand Dollars (\$3,000.00).
4. For twenty-five (25) years of service or more, not more than Three Thousand Five Hundred Dollars (\$3,500.00).

To be eligible for this benefit the employee must be approved for a Nevada PERS retirement, be in good standing with Lyon County and not subject to disciplinary discharge or resignation to avoid a disciplinary discharge. The employee must repay any sick leave payoff received pursuant to this Article prior to the employee being eligible for re-employment with Lyon County.

## ARTICLE 22 BEREAVEMENT LEAVE

An employee is entitled to a bereavement leave of absence of up to five (5) consecutive workdays with pay, chargeable to the employee's sick leave for each death of: A family member related by birth, adoption and/or through marriage; employee's partner; or an individual who was dependent upon the employee for care.

An employee absent from work due to the death of an individual, who does not fall within the above categories, shall have said day charged against the employee's annual leave.

#### ARTICLE 23 MISCELLANEOUS LEAVE

A. Court Leave: Any employee covered herein required to serve on jury duty or required by the County to appear in any court or before the Grand Jury as a juror or witness during the employee's work shift shall receive regular compensation as though actually working. The employee shall claim any jury, witness, or other fees to which the employee may be entitled by reason of such appearance and pay the same over, except for travel pay, to the County Treasurer to be deposited in the applicable fund of County. Time paid under this paragraph of this Article shall not be used in calculation of overtime.

1. Employees appearing in court for the reasons herein set forth on scheduled days off shall retain all enumeration authorized for such appearance.

B. Military Leave: Any employee who is an active member of the United States Army Reserve, the United States Air Force Reserve, the United States Naval Reserve, the United States Marine Corps Reserve, the United States Coast Guard Reserve, the United States Public Health Service Reserve or the Nevada National Guard shall be relieved from his/her duties, upon request of his/her appointing authority, to serve under orders on training duty without loss of his/her regular compensation for a period not to exceed fifteen (15) working days in any one (1) calendar year. Any such absence shall not be deducted from the employee's accrued annual leave.

C. Unpaid Leaves: Upon written application to the Department Head, a permanent status employee may, at the County's sole discretion, be granted leaves of absence without pay as follows:

1. Childbirth and Adoption Leave: For the purpose of caring for a newborn or newly adopted child for not more than ninety (90) calendar days.

2. Education Leave: For not more than ninety (90) calendar days. If the employee agrees to return to County employment for at least one (1) year after termination of Education Leave the leave period may be extended to not more than one (1) year.

3. General Leave: For a period not to exceed ninety (90) calendar days.

No vacation, retirement, unemployment insurance, or sick leave credits shall accrue during unpaid leaves. An employee on unpaid leave may retain hospitalization coverage during the pendency of said leave if employee pays in advance the cost of the applicable premium. Such payments may be made monthly in advance.



## D. Catastrophic Leave

### 1. Definitions:

- (a) The employee is unable to perform the duties of their position because of a serious illness or accident which is life threatening or which will require a lengthy convalescence.
- (b) "Lengthy Convalescence" means a period of disability, which the attending physician determines will exceed six (6) weeks.
- (c) "Life Threatening" means a condition, which is diagnosed by a physician as creating a substantial risk of death.

### 2. Establishing the Catastrophic Leave Account

- (a) The County Manager may establish an account for catastrophic leave for employees.
- (b) An employee may request, in writing, that a specified number of hours of his/her accrued annual or sick leave be transferred from his/her account to the catastrophic leave account.
- (c) An employee may not transfer to the catastrophic leave account any hours of sick leave, if the balance in his/her account after the transfer is less than three hundred twenty (320) hours. Sick leave will be transferred at the rate of one (1) hour for one (1) hour credit donated.
- (d) The maximum number of hours which may be transferred in any one (1) calendar year from any employee is eighty (80). The minimum number of hours which may be transferred in any one (1) calendar year is eight (8) hours annual and twenty-four (24) hours sick. Leave will be placed in a pool; however, the employee may transfer hours to the catastrophic leave account for use by a particular employee, who has been determined to be eligible to receive the leave.
- (e) Any hours of annual or sick leave which are transferred from any employee's account to the catastrophic leave account may not be returned or restored to that employee. This Subsection does not prevent the employee from receiving leave pursuant to Subsection 4 of this Article.

### 3. Request for Catastrophic Leave

- (a) An employee who is himself/herself affected by a catastrophe as defined in Subsection 1., may request, in writing, that a specified number of hours of leave be transferred from the catastrophic leave account to his/her account. The maximum number of hours that may be transferred to an employee pursuant to this Section is three hundred twenty (320) per catastrophe. Catastrophic leave may not be used when the subject of the catastrophe is a member of the employee's immediate family. Catastrophic leave is limited to catastrophes, which befall the employee.

(b) After an employee exhausts their sick and annual leave, the employee may apply for a maximum of one hundred (100) hours of catastrophic leave to cover the one-third (1/3) of time not covered by workers' compensation.

(c) The request must include:

(1) The employee's name, title and classification; and

(2) A description of the catastrophe and the expected duration of that catastrophe.

(3) An employee may not receive any leave from the catastrophic leave account until he/she has used all his/her accrued annual, sick and other paid leave.

(4) An employee who receives leave from the account for catastrophic leave is entitled to payment for that leave at a rate no greater than his/her own rate of pay.

#### 4. Approval of Transferring the Catastrophic Leave

(a) The County Manager or his/her designee may approve the transfer of a specified number of hours of leave from the catastrophic leave account to the account of any employee who is eligible to receive such leave.

(b) The decision of the County Manager or his/her designee concerning the approval of leave pursuant to Subsection 1. is final and is not subject to the grievance procedure, judicial review or review by the Board of County Commissioners.

#### 5. Review of Status of Catastrophe; Termination of Leave; Disposition of Hours Not Used

(a) The County Manager or his/her designee shall review the status of the catastrophe of the employee and determine when the catastrophe no longer exists. This determination is final and not subject to the grievance procedure, judicial review or review by the Board of County Commissioners.

(b) The County Manager or his/her designee shall not grant any hours of leave from the catastrophic leave account after:

(1) The catastrophe ceases to exist; or

(2) The employee who is receiving the leave resigns or his/her employment with the County is terminated.

(3) Any leave which is received from the catastrophic leave account which was not used at the time the catastrophe ceases to exist or upon the resignation or termination of the employment of the employee must be returned to the catastrophic leave account.

#### 6. Maintenance of Records on Catastrophic Leave

Human Resources shall maintain the records and report to the County Manager any information concerning the use of a catastrophic leave account to evaluate the effectiveness, feasibility and the cost of carrying out this provision.

7. Employee; Definition

The term “employee” as used in this policy includes only those employees covered by the Agreement.

8. Substantiation of Catastrophic Condition

The County Manager or his/her designee may require written substantiation of the catastrophic condition, which is life threatening or which will result in a lengthy illness by a physician of his/her choosing. The cost of such written substantiation shall be borne by the employee.

ARTICLE 24 SERVICE CONNECTED DISABILITY

A. In event an employee is absent due to a service-connected disability which has been approved by the workers’ compensation insurance carrier, self insurance and any other method for providing worker’s compensation insurance pursuant to N.R.S. Ch. 616/617, the employee may receive compensation as determined by the workers’ compensation insurance carrier, plus that amount from the County which would cause the total amount received by the employee from the workers’ compensation insurance carrier and County to equal the employee’s regular base take-home pay at the time disability occurred.

1. To implement the foregoing, the employee shall deposit the lost-time benefit check from the workers’ compensation insurance carrier with the County Treasurer, or irrevocably assign the workers’ compensation insurance benefit to County by an instrument acceptable to the workers’ compensation insurance carrier, and County then shall pay employee’s regular base take-home pay during the disability.
2. The use of accrued sick leave is deducted immediately from employee at the time of his/her injury causing loss of work time. Sick leave is reimbursed when the workers’ compensation insurance check is received by the Human Resources Office (approximate reimbursement is two-thirds (2/3) of sick leave credited back to leave bank for employee). Payment is not received from the workers’ compensation insurance carrier until loss from work has exceeded five (5) working days. If employee has no sick leave at time of injury, employee receives entire check from the workers’ compensation insurance carrier and no County check.
3. When accrued sick leave has expired, if employee still is unable to work, employee may use accrued vacation leave as sick leave. Once the employee’s accrued sick and vacation leave is exhausted, the employee shall receive no additional compensation from County.
4. The Board of Lyon County Commissioners may in its sole discretion provide additional benefits to persons sustaining on-the-job injuries.

## ARTICLE 25 ASSIGNMENTS REQUIRING MOTOR VEHICLES

Whenever it is required for an employee to use a motor vehicle in the performance of assigned duties, such vehicle shall be furnished or the employee shall be compensated for the use of said employee's personal vehicle at the current rate set forth in Lyon County Policy.

## ARTICLE 26 PERSONNEL FILES

- A. Each employee shall have the right, upon written request, to review the material in his/her own personnel file, in the Human Resources Office during normal working hours.
- B. A representative chosen by the employee may, at the employee's request, accompany the employee in this review. A representative of the Human Resources Office shall be present.
- C. Materials shall be released only for the purpose of processing grievances and for County legal documentation, except when written consent is given by the employee.
- D. All material in the file must be signed by the source of the material and dated. No anonymous letters or material shall be placed in this file. Employee shall have the right to attach a statement rebutting information of an adverse nature.
- E. Any adverse information placed in an employee's official personnel file which may be used for disciplinary matters shall not be admitted as evidence, unless the employee was informed of the information and given an opportunity to review it. The employee shall sign and acknowledge that the information was disclosed. If the employee refuses to sign and acknowledge that the information was disclosed, a notation of "refused to sign" may be noted in the employee's signature block, dated, and initialed by the Department Head. The Department Head will provide to the employee prior to the end of the meeting, a copy of the document(s) with the above notation.
- F. At the written request of the employee, all adverse materials will be removed from the employees file after three (3) years have elapsed. In any event, all adverse materials will be considered null and void after such three (3) year period with the following exceptions:
  - 1. If further disciplinary action concerning the same misconduct occurs within three (3) years from the initial disciplinary action, then there will be no requirement to remove the adverse material. If there is no further disciplinary action concerning the same misconduct within five (5) years from the last occurrence, at the written request of the employee all adverse materials will be removed from the employees file and considered null and void.
  - 2. This provision does not apply to workplace violence or sexual harassment, if the employee(s) have been found to be in violation of these items, or to disciplinary suspension, demotion or termination.
- G. An employee will, on written request to the County, receive copies of all materials in their

personnel file.

- H. Commendations shall be placed into the personnel file and a copy presented to the employee.
- I. A copy of all job applications submitted by an employee for other County employment, after he/she is hired by the County, are maintained in the County recruitment files in the County electronic application system, and can be retrieved upon request of the employee of the Human Resources Department.

## ARTICLE 27 GRIEVANCE PROCEDURE

### A. Definition:

A grievance shall be defined as a dispute between an employee, a group of employees, or the Association, and the County which involves the violation of a provision or provisions of the Agreement.

### B. Time Limits:

The parties agree that the time limitations defined in this Article of the Agreement shall be adhered to. A violation of a prescribed time limitation of this Article of the Agreement by the Association will mean the grievance is forfeited by the Association. A violation of a prescribed time limitation of this Article of the Agreement by the County may be considered by the arbitrator as to whether or not such failure has adversely impacted the Association's ability to process the grievance. The parties to this Agreement may grant an extension to the requesting party if said extension request is in written form and approved by the party receiving said request. A request for extension shall include the length of extension being requested.

### C. Procedures for filing:

All grievances will be processed in the following manner:

- Step 1. Within fifteen (15) working days of the event giving rise to a grievance or knowledge thereof, the grieved employee will reduce the grievance to written form (see Appendix C) and present same to his/her Department Head for review. The grievance shall be signed by the grievant, the Grievance Committee Member, and/or the Association's authorized business representative. The Department Head shall respond in writing within ten (10) working days of receipt of the grievance or set a grievance meeting if a meeting is requested by the employee or his/her representative at the time the grievance is filed, within ten (10) working days of receipt of the grievance. The grievant may request and shall receive representation by a Grievance Committee Member or retained consultant at any meeting on the grievance convened by the Department Head. The Department Head shall render a written response to the grievance within ten (10) working days from receipt of the grievance or conclusion of the meeting, whichever is the later date. Failure by the department head to respond

within ten (10) working days will result in the grievance being considered denied and the grievance will automatically move to the next step of the grievance process.

- Step 2. Should the grievant be dissatisfied with the Step 1 formal response of the Department Head, the grievance shall be forwarded, in writing, within ten (10) working days of the Step 1 response to the County Manager by the Grievant, Grievance Committee Member or the Association's business representative. The County Manager shall respond in writing to the grievance within ten (10) working days of the date said County Manager received the grievance or set a grievance meeting if a meeting is requested by the employee or his/her representative at the time the grievance is filed, within ten (10) working days of receipt of the grievance.

Failure by the County Manager to respond within ten (10) working days will result in the grievance being considered denied and the grievance will automatically move to the next step of the grievance process.

- Step 3. Either party to the Agreement may request arbitration of an unresolved grievance. The party requesting arbitration shall notify the other party in writing of such intent within ten (10) working days of receipt of the Step 2 written response. The moving party shall request a list of seven (7) arbitrators from the Federal Mediation Conciliation Services (FMCS). Upon receipt of said list, the parties shall alternately strike names until one name remains to serve as arbitrator. The decision as to which party shall strike the first name from the list shall be determined by lot. In the event an employee pursues arbitration without the Association's approval, the employee will assume the Association's responsibility of the arbitration expenses and any and all of the costs of their representation, including, but not limited to, preparation, briefs, legal fees, etc.

D. Arbitrators Authority:

The decision of the arbitrator shall be final and binding. The arbitrator shall not add to, subtract from, or modify any of the terms of this Agreement, or any supplementary Agreement. The award of the arbitrator shall be based exclusively on the evidence presented at the hearing.

E. Expenses:

The fees by the arbitrator shall be borne equally by the parties. If the arbitrator orders a court reporter the reporter's/transcript fees will be split equally by the parties, otherwise these fees shall be paid by the requesting party. If the arbitrator does not order a transcript but one party desires a copy of a transcript, that party shall share equally in the reporter's/transcript fees.

F. Compliance:

The parties agree to comply with the arbitrator's decision within five (5) working days of receipt of said decision. The arbitrator shall endeavor to render a discharge related

decision within fifteen (15) calendar days of the hearing, all other decisions within thirty (30) days.

G. For the purpose of this article, a “working day” shall be defined as a day when the County Offices are normally opened for business.

H. Association Training:

The County agrees to allow a new Grievance Committee Member and/or new Board of Directors release time to observe, for purposes of training, at any or all of the above grievance step(s)/process(es). Each new Grievance Committee Member and/or Board of Director will be allowed to attend one (1) meeting at each step of the grievance process.

#### ARTICLE 28 DISCIPLINARY AND DISCHARGE ACTION

A. The County shall provide the affected employee with written notice prior to taking any disciplinary action, except where circumstances dictate the County taking immediate action to remove the employee from the workplace. No employee, after having completed his/her initial probationary period, shall be discharged, suspended without pay or subjected to other disciplinary action without just cause. The County will attempt to employ progressive discipline except in those cases when the seriousness of the offense or condition, as determined by the County, warrants immediate demotion, suspension, dismissal or other disciplinary measures.

B. In all cases, written notice of any disciplinary action shall be served on the employee personally or by certified mail, return receipt, with a copy of the notice placed in the employee’s personnel file, and mailed or personally delivered to the Association.

C. The County agrees that no employee may be disciplined or discharged without just cause, except probationary employees who shall have no rights under this Article.

D. The initial form of discipline shall be appropriate to the seriousness of the initial offense. Discipline shall be accomplished by counseling to the end that the competence and qualifications of the disciplined employee will improve so that further discipline will not be necessary. Authorized discipline shall range from verbal informal warning and reprimand through and up to termination of employment from the County. Forms of progressive discipline include, but are not limited to:

1. Verbal Warning and Reprimand:

Whenever an employee’s performance falls below an acceptable level, the employee’s supervisor shall inform the employee promptly of the specific deficiency(ies). If appropriate and justified following discussion, a reasonable period for improvement or correction may be allowed before initiating formal disciplinary action.

2. Formal Warning and Reprimand:

In situations where a verbal warning and/or reprimand has not resulted in correction of the specific deficiency(ies), or where more severe initial action is warranted, a written

reprimand shall be given to the employee and a copy placed in the employee's personnel file maintained by the County Human Resources Office.

3. Suspension:

If the formal warning and/or reprimand has not resulted in correction of the specific deficiency(ies), or where more severe initial action is warranted, an employee may be suspended without pay, for just cause. An employee may be suspended without pay more than once.

4. Termination:

As a final disciplinary measure, when all other forms of progressive discipline have been proven ineffective, or where more severe initial action is warranted, an employee may be terminated for just cause.

E. Written notice of proposed disciplinary actions shall be provided to employees and the written notice shall contain the following information:

1. The type of disciplinary action proposed.
2. The effective date of the action.
3. The reason or cause of the action and all supporting information/documentation in which the proposed disciplinary action was based.
4. The employee has the right to respond to the authority initially imposing the discipline (pre-disciplinary meeting).
5. Specific Lyon County Employees' Association Agreement Section(s) and/or Lyon County Personnel Policy Rule(s) allegedly violated.

F. Notice shall be provided to the employee and the Association within five (5) working days before the disciplinary action is to be effective. This five (5) working day notice will allow the employee adequate time to review the notice and request representation at the required pre-disciplinary meeting. Where immediate disciplinary action has been imposed, such action will not become final until the written notice has been furnished to the employee and the Association. Once the proposed disciplinary action has been imposed, the affected employee shall have the right to appeal such disciplinary action under the grievance procedure. Such appeals may be filed directly at the step of the grievance procedure appropriate to the level of decision making.

Verbal Warning and Reprimand – An employee may write a rebuttal to be attached and placed in their personnel file(s), but not Pre-disciplinary Hearing or Grievance Procedure will occur.

Formal Warning and Reprimand – An employee will have a Pre-disciplinary Hearing only. The employee may write a rebuttal to be attached and placed in their personnel file(s), but no Grievance Procedure will occur.

All other levels of discipline will have a Pre-disciplinary Hearing and the ability to follow the Grievance Procedure.

G. For the purpose of this Article, a "working day" shall be defined as a day when the County



Offices are normally opened for business.

- H. Association Training: The County agrees to allow a new Grievance Committee Member and/or new Board of Director release time to observe, for purposes of training, at any or all of the above disciplinary step(s)/process(es). Each new Grievance Committee Member or Board of Director will be allowed to attend one (1) meeting at each step of the disciplinary process.
- I. In the event an employee pursues arbitration without the Association's approval, the employee will assume the Association's responsibility of the arbitration expenses and any and all of the costs of their representation, including, but not limited to, preparation, briefs, legal fees, etc.

#### ARTICLE 29 LICENSES AND CERTIFICATIONS

The County will reimburse an employee the actual cost upon the employee obtaining a Commercial Driver's License and renewal of a Commercial Driver's License that is required by law, and/or is a condition of continued employment.

The County will reimburse an employee the actual cost upon the employee obtaining a required Certification and renewal of such Certification that may be required by law, and/or is a condition of continued employment.

#### ARTICLE 30 SAFETY

Lyon County and its employees will abide by all applicable Federal and State Safety Rules and Regulations, and industry standards. Alleged violations of this Article are not subject to the negotiated grievance procedure. The Association may discuss any safety concerns with the County Manager and affected Department Head.

#### ARTICLE 31 CONFLICTING AGREEMENTS

- A. This Agreement supersedes all personnel rules in effect by the county relating to those subjects which conflict with the provisions of this Agreement. Such Agreement does not preclude the County from formulating rules and guidelines which are consistent with the terms of this Agreement, or the provisions of the Nevada Revised Statutes, subject to the procedures of this Article.
- B. The Association agrees that this Agreement constitutes the full agreement between the parties. The Association waives the right to raise new issues or matters not specifically covered in this Agreement during its term, except by mutual agreement.
- C. The Association recognizes that the County makes no guarantee that any past or existing practices, policies, rules, regulations, or working conditions will be continued in the future. The parties agree that the County retains the right to amend, discontinue, or implement new policies, practices, rules and regulations which are not in specific conflict with this Agreement.
- D. If the County amends the Lyon County Personnel Policy Manual which effects employees

of this bargaining unit, the County will notify the Association, in writing, and meet and confer, but not negotiate, thirty (30) days prior to implementing the amendment.

#### ARTICLE 32 SAVINGS CLAUSE

In the event that any provision of this Agreement is or shall be rendered invalid by applicable legislation, or be declared invalid by any court or regulatory agency of competent jurisdiction, such action shall not invalidate the entire Agreement. It is the express intention of the County and the Association that all other provisions not rendered invalid shall remain in full force and effect, and that the parties shall enter into negotiations to bring the invalid Section or Sections into compliance.

#### ARTICLE 33 MISCELLANEOUS

Upon receipt of a written request from the Association President or Treasurer, the County will provide a current list of all Association Members name and complete mailing address.

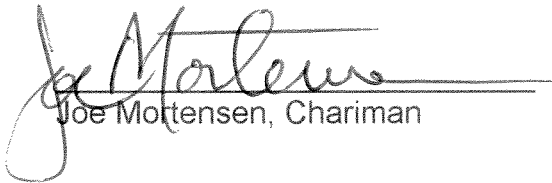
ARTICLE 34 EFFECTIVE DATE AND DURATION


- A. This Agreement shall be in full force and effect from July 1, 2014, and shall continue in full force and effect until June 30, 2016.
- B. If either party desires to renegotiate this Agreement, they shall give the other party written notice to that effect no later than February 1, 2016.
- C. The County will hold financial quarterly updates during the regularly scheduled Labor Relations Meetings for the LCEA from July 2014 through June 2016.
- D. In adopting this agreement it is agreed upon by both parties that testimony may be provided to the Nevada State Legislature during a regular or special session regarding NRS 288 and 289 impacts and proposed changes by both parties, even if the parties are in active new contract negotiations, without concern of an unfair bargaining claim by either party.

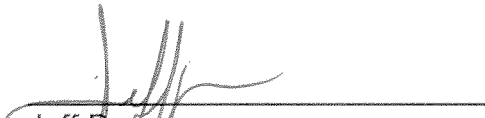
IN WITNESS WHEREOF, the County and the Association have caused these presents to be duly executed by their authorized representatives this 23rd day of APRIL, 2014.

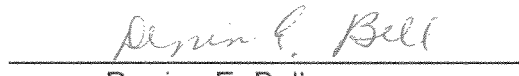
LYON COUNTY  
BOARD OF COMMISSIONERS

LYON COUNTY EMPLOYEES'  
ASSOCIATION

  
Joe Mortensen, Chariman

  
Blaine Manz  
Association President

  
Jeff Page  
County Manager

  
Denise E. Bell  
Bargaining Representative

## APPENDIX A

**LYON COUNTY SALARY SCHEDULE**

**EMPLOYER PAID RETIREMENT**

**2014-2016 Effective July 5, 2014 - 1% COLA and Add Step**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
114	7.33	7.51	7.70	7.89	8.09	8.29	8.50	8.71	8.93	9.15	9.38	9.61	9.85	10.10	10.35	10.61	114
115	7.40	7.59	7.78	7.97	8.17	8.37	8.58	8.79	9.01	9.24	9.47	9.71	9.95	10.20	10.46	10.72	115
116	7.48	7.67	7.86	8.06	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	116
117	7.58	7.77	7.96	8.16	8.36	8.57	8.78	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	117
118	7.66	7.85	8.05	8.25	8.46	8.67	8.89	9.11	9.34	9.57	9.81	10.06	10.31	10.57	10.83	11.10	118
119	7.72	7.91	8.11	8.31	8.52	8.73	8.95	9.17	9.40	9.64	9.88	10.13	10.38	10.64	10.91	11.18	119
120	7.79	7.98	8.18	8.38	8.59	8.80	9.02	9.25	9.48	9.72	9.96	10.21	10.47	10.73	11.00	11.28	120
121	7.87	8.07	8.27	8.48	8.69	8.91	9.13	9.36	9.59	9.83	10.08	10.33	10.59	10.85	11.12	11.40	121
122	7.96	8.16	8.36	8.57	8.78	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.24	11.52	122
123	8.03	8.23	8.44	8.65	8.87	9.09	9.32	9.55	9.79	10.03	10.28	10.54	10.80	11.07	11.35	11.63	123
124	8.10	8.30	8.51	8.72	8.94	9.16	9.39	9.62	9.86	10.11	10.36	10.62	10.89	11.16	11.44	11.73	124
125	8.20	8.41	8.62	8.84	9.06	9.29	9.52	9.76	10.00	10.25	10.51	10.77	11.04	11.32	11.60	11.89	125
126	8.26	8.47	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.11	11.39	11.67	11.96	126
127	8.36	8.57	8.78	9.00	9.23	9.46	9.70	9.94	10.19	10.44	10.70	10.97	11.24	11.52	11.81	12.11	127
128	8.43	8.64	8.86	9.08	9.31	9.54	9.78	10.02	10.27	10.53	10.79	11.06	11.34	11.62	11.91	12.21	128
129	8.51	8.72	8.94	9.16	9.39	9.62	9.86	10.11	10.36	10.62	10.89	11.16	11.44	11.73	12.02	12.32	129
130	8.62	8.84	9.06	9.29	9.52	9.76	10.00	10.25	10.51	10.77	11.04	11.32	11.60	11.89	12.19	12.49	130
131	8.70	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.87	11.14	11.42	11.71	12.00	12.30	12.61	131
132	8.79	9.01	9.24	9.47	9.71	9.95	10.20	10.46	10.72	10.99	11.26	11.54	11.83	12.13	12.43	12.74	132
133	8.88	9.10	9.33	9.56	9.80	10.05	10.30	10.56	10.82	11.09	11.37	11.65	11.94	12.24	12.55	12.86	133
134	8.96	9.18	9.41	9.65	9.89	10.14	10.39	10.65	10.92	11.19	11.47	11.76	12.05	12.35	12.66	12.98	134
135	9.04	9.27	9.50	9.74	9.98	10.23	10.49	10.75	11.02	11.30	11.58	11.87	12.17	12.47	12.78	13.10	135
136	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.87	11.14	11.42	11.71	12.00	12.30	12.61	12.93	13.25	136
137	9.21	9.44	9.68	9.92	10.17	10.42	10.68	10.95	11.22	11.50	11.79	12.08	12.38	12.69	13.01	13.34	137
138	9.32	9.55	9.79	10.03	10.28	10.54	10.80	11.07	11.35	11.63	11.92	12.22	12.53	12.84	13.16	13.49	138
139	9.41	9.65	9.89	10.14	10.39	10.65	10.92	11.19	11.47	11.76	12.05	12.35	12.66	12.98	13.30	13.63	139
140	9.51	9.75	9.99	10.24	10.50	10.76	11.03	11.31	11.59	11.88	12.18	12.48	12.79	13.11	13.44	13.78	140
141	9.60	9.84	10.09	10.34	10.60	10.87	11.14	11.42	11.71	12.00	12.30	12.61	12.93	13.25	13.58	13.92	141
142	9.71	9.95	10.20	10.46	10.72	10.99	11.26	11.54	11.83	12.13	12.43	12.74	13.06	13.39	13.72	14.06	142
143	9.79	10.03	10.28	10.54	10.80	11.07	11.35	11.63	11.92	12.22	12.53	12.84	13.16	13.49	13.83	14.18	143
144	9.90	10.15	10.40	10.66	10.93	11.20	11.48	11.77	12.06	12.36	12.67	12.99	13.31	13.64	13.98	14.33	144
145	9.98	10.23	10.49	10.75	11.02	11.30	11.58	11.87	12.17	12.47	12.78	13.10	13.43	13.77	14.11	14.46	145
146	10.08	10.33	10.59	10.85	11.12	11.40	11.69	11.98	12.28	12.59	12.90	13.22	13.55	13.89	14.24	14.60	146
147	10.18	10.43	10.69	10.96	11.23	11.51	11.80	12.10	12.40	12.71	13.03	13.36	13.69	14.03	14.38	14.74	147
148	10.31	10.57	10.83	11.10	11.38	11.66	11.95	12.25	12.56	12.87	13.19	13.52	13.86	14.21	14.57	14.93	148
149	10.39	10.65	10.92	11.19	11.47	11.76	12.05	12.35	12.66	12.98	13.30	13.63	13.97	14.32	14.68	15.05	149
150	10.49	10.75	11.02	11.30	11.58	11.87	12.17	12.47	12.78	13.10	13.43	13.77	14.11	14.46	14.82	15.19	150

**LYON COUNTY SALARY SCHEDULE**

**EMPLOYER PAID RETIREMENT**

**2014-2016 Effective July 5, 2014 - 1% COLA and Add Step**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
151	10.61	10.88	11.15	11.43	11.72	12.01	12.31	12.62	12.94	13.26	13.59	13.93	14.28	14.64	15.01	15.39	151
152	10.71	10.98	11.25	11.53	11.82	12.12	12.42	12.73	13.05	13.38	13.71	14.05	14.40	14.76	15.13	15.51	152
153	10.82	11.09	11.37	11.65	11.94	12.24	12.55	12.86	13.18	13.51	13.85	14.20	14.56	14.92	15.29	15.67	153
154	10.91	11.18	11.46	11.75	12.04	12.34	12.65	12.97	13.29	13.62	13.96	14.31	14.67	15.04	15.42	15.81	154
155	11.04	11.32	11.60	11.89	12.19	12.49	12.80	13.12	13.45	13.79	14.13	14.48	14.84	15.21	15.59	15.98	155
156	11.14	11.42	11.71	12.00	12.30	12.61	12.93	13.25	13.58	13.92	14.27	14.63	15.00	15.38	15.76	16.15	156
157	11.26	11.54	11.83	12.13	12.43	12.74	13.06	13.39	13.72	14.06	14.41	14.77	15.14	15.52	15.91	16.31	157
158	11.37	11.65	11.94	12.24	12.55	12.86	13.18	13.51	13.85	14.20	14.56	14.92	15.29	15.67	16.06	16.46	158
159	11.49	11.78	12.07	12.37	12.68	13.00	13.33	13.66	14.00	14.35	14.71	15.08	15.46	15.85	16.25	16.66	159
160	11.60	11.89	12.19	12.49	12.80	13.12	13.45	13.79	14.13	14.48	14.84	15.21	15.59	15.98	16.38	16.79	160
161	11.69	11.98	12.28	12.59	12.90	13.22	13.55	13.89	14.24	14.60	14.97	15.34	15.72	16.11	16.51	16.92	161
162	11.82	12.12	12.42	12.73	13.05	13.38	13.71	14.05	14.40	14.76	15.13	15.51	15.90	16.30	16.71	17.13	162
163	11.96	12.26	12.57	12.88	13.20	13.53	13.87	14.22	14.58	14.94	15.31	15.69	16.08	16.48	16.89	17.31	163
164	12.07	12.37	12.68	13.00	13.33	13.66	14.00	14.35	14.71	15.08	15.46	15.85	16.25	16.66	17.08	17.51	164
165	12.21	12.52	12.83	13.15	13.48	13.82	14.17	14.52	14.88	15.25	15.63	16.02	16.42	16.83	17.25	17.68	165
166	12.33	12.64	12.96	13.28	13.61	13.95	14.30	14.66	15.03	15.41	15.80	16.20	16.61	17.03	17.46	17.90	166
167	12.43	12.74	13.06	13.39	13.72	14.06	14.41	14.77	15.14	15.52	15.91	16.31	16.72	17.14	17.57	18.01	167
168	12.57	12.88	13.20	13.53	13.87	14.22	14.58	14.94	15.31	15.69	16.08	16.48	16.89	17.31	17.74	18.18	168
169	12.69	13.01	13.34	13.67	14.01	14.36	14.72	15.09	15.47	15.86	16.26	16.67	17.09	17.52	17.96	18.41	169
170	12.80	13.12	13.45	13.79	14.13	14.48	14.84	15.21	15.59	15.98	16.38	16.79	17.21	17.64	18.08	18.53	170
171	12.93	13.25	13.58	13.92	14.27	14.63	15.00	15.38	15.76	16.15	16.55	16.96	17.38	17.81	18.26	18.72	171
172	13.09	13.42	13.76	14.10	14.45	14.81	15.18	15.56	15.95	16.35	16.76	17.18	17.61	18.05	18.50	18.96	172
173	13.19	13.52	13.86	14.21	14.57	14.93	15.30	15.68	16.07	16.47	16.88	17.30	17.73	18.17	18.62	19.09	173
174	13.36	13.69	14.03	14.38	14.74	15.11	15.49	15.88	16.28	16.69	17.11	17.54	17.98	18.43	18.89	19.36	174
175	13.46	13.80	14.15	14.50	14.86	15.23	15.61	16.00	16.40	16.81	17.23	17.66	18.10	18.55	19.01	19.49	175
176	13.59	13.93	14.28	14.64	15.01	15.39	15.77	16.16	16.56	16.97	17.39	17.82	18.27	18.73	19.20	19.68	176
177	13.74	14.08	14.43	14.79	15.16	15.54	15.93	16.33	16.74	17.16	17.59	18.03	18.48	18.94	19.41	19.90	177
178	13.88	14.23	14.59	14.95	15.32	15.70	16.09	16.49	16.90	17.32	17.75	18.19	18.64	19.11	19.59	20.08	178
179	14.02	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	179
180	14.15	14.50	14.86	15.23	15.61	16.00	16.40	16.81	17.23	17.66	18.10	18.55	19.01	19.49	19.98	20.48	180
181	14.30	14.66	15.03	15.41	15.80	16.20	16.61	17.03	17.46	17.90	18.35	18.81	19.28	19.76	20.25	20.76	181
182	14.42	14.78	15.15	15.53	15.92	16.32	16.73	17.15	17.58	18.02	18.47	18.93	19.40	19.89	20.39	20.90	182
183	14.59	14.95	15.32	15.70	16.09	16.49	16.90	17.32	17.75	18.19	18.64	19.11	19.59	20.08	20.58	21.09	183
184	14.72	15.09	15.47	15.86	16.26	16.67	17.09	17.52	17.96	18.41	18.87	19.34	19.82	20.32	20.83	21.35	184
185	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.56	19.02	19.50	19.99	20.49	21.00	21.53	185
186	15.03	15.41	15.80	16.20	16.61	17.03	17.46	17.90	18.35	18.81	19.28	19.76	20.25	20.76	21.28	21.81	186
187	15.17	15.55	15.94	16.34	16.75	17.17	17.60	18.04	18.49	18.95	19.42	19.91	20.41	20.92	21.44	21.98	187

**LYON COUNTY SALARY SCHEDULE**

**EMPLOYER PAID RETIREMENT**

**2014-2016 Effective July 5, 2014 - 1% COLA and Add Step**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
188	15.33	15.71	16.10	16.50	16.91	17.33	17.76	18.20	18.66	19.13	19.61	20.10	20.60	21.12	21.65	22.19	188
189	15.46	15.85	16.25	16.66	17.08	17.51	17.95	18.40	18.86	19.33	19.81	20.31	20.82	21.34	21.87	22.42	189
190	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.56	19.02	19.50	19.99	20.49	21.00	21.53	22.07	22.62	190
191	15.80	16.20	16.61	17.03	17.46	17.90	18.35	18.81	19.28	19.76	20.25	20.76	21.28	21.81	22.36	22.92	191
192	15.94	16.34	16.75	17.17	17.60	18.04	18.49	18.95	19.42	19.91	20.41	20.92	21.44	21.98	22.53	23.09	192
193	16.10	16.50	16.91	17.33	17.76	18.20	18.66	19.13	19.61	20.10	20.60	21.12	21.65	22.19	22.74	23.31	193
194	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84	21.36	21.89	22.44	23.00	23.58	194
195	16.40	16.81	17.23	17.66	18.10	18.55	19.01	19.49	19.98	20.48	20.99	21.51	22.05	22.60	23.17	23.75	195
196	16.59	17.00	17.43	17.87	18.32	18.78	19.25	19.73	20.22	20.73	21.25	21.78	22.32	22.88	23.45	24.04	196
197	16.76	17.18	17.61	18.05	18.50	18.96	19.43	19.92	20.42	20.93	21.45	21.99	22.54	23.10	23.68	24.27	197
198	16.93	17.35	17.78	18.22	18.68	19.15	19.63	20.12	20.62	21.14	21.67	22.21	22.77	23.34	23.92	24.52	198
199	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84	21.36	21.89	22.44	23.00	23.58	24.17	24.77	199
200	17.26	17.69	18.13	18.58	19.04	19.52	20.01	20.51	21.02	21.55	22.09	22.64	23.21	23.79	24.38	24.99	200
201	17.44	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	201
202	17.62	18.06	18.51	18.97	19.44	19.93	20.43	20.94	21.46	22.00	22.55	23.11	23.69	24.28	24.89	25.51	202
203	17.81	18.26	18.72	19.19	19.67	20.16	20.66	21.18	21.71	22.25	22.81	23.38	23.96	24.56	25.17	25.80	203
204	17.96	18.41	18.87	19.34	19.82	20.32	20.83	21.35	21.88	22.43	22.99	23.56	24.15	24.75	25.37	26.00	204
205	18.15	18.60	19.07	19.55	20.04	20.54	21.05	21.58	22.12	22.67	23.24	23.82	24.42	25.03	25.66	26.30	205
206	18.34	18.80	19.27	19.75	20.24	20.75	21.27	21.80	22.35	22.91	23.48	24.07	24.67	25.29	25.92	26.57	206
207	18.53	18.99	19.46	19.95	20.45	20.96	21.48	22.02	22.57	23.13	23.71	24.30	24.91	25.53	26.17	26.82	207
208	18.70	19.17	19.65	20.14	20.64	21.16	21.69	22.23	22.79	23.36	23.94	24.54	25.15	25.78	26.42	27.08	208
209	18.88	19.35	19.83	20.33	20.84	21.36	21.89	22.44	23.00	23.58	24.17	24.77	25.39	26.02	26.67	27.34	209
210	18.92	19.39	19.87	20.37	20.88	21.40	21.94	22.49	23.05	23.63	24.22	24.83	25.45	26.09	26.74	27.41	210
211	19.27	19.75	20.24	20.75	21.27	21.80	22.35	22.91	23.48	24.07	24.67	25.29	25.92	26.57	27.23	27.91	211
212	19.47	19.96	20.46	20.97	21.49	22.03	22.58	23.14	23.72	24.31	24.92	25.54	26.18	26.83	27.50	28.19	212
213	19.65	20.14	20.64	21.16	21.69	22.23	22.79	23.36	23.94	24.54	25.15	25.78	26.42	27.08	27.76	28.45	213
214	19.84	20.34	20.85	21.37	21.90	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	214
215	20.04	20.54	21.05	21.58	22.12	22.67	23.24	23.82	24.42	25.03	25.66	26.30	26.96	27.63	28.32	29.03	215
216	20.24	20.75	21.27	21.80	22.35	22.91	23.48	24.07	24.67	25.29	25.92	26.57	27.23	27.91	28.61	29.33	216
217	20.44	20.95	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	217
218	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46	29.17	29.90	218
219	20.84	21.36	21.89	22.44	23.00	23.58	24.17	24.77	25.39	26.02	26.67	27.34	28.02	28.72	29.44	30.18	219
220	21.07	21.60	22.14	22.69	23.26	23.84	24.44	25.05	25.68	26.32	26.98	27.65	28.34	29.05	29.78	30.52	220
221	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.03	30.78	221
222	21.51	22.05	22.60	23.17	23.75	24.34	24.95	25.57	26.21	26.87	27.54	28.23	28.94	29.66	30.40	31.16	222
223	21.71	22.25	22.81	23.38	23.96	24.56	25.17	25.80	26.45	27.11	27.79	28.48	29.19	29.92	30.67	31.44	223
224	21.94	22.49	23.05	23.63	24.22	24.83	25.45	26.09	26.74	27.41	28.10	28.80	29.52	30.26	31.02	31.80	224

**LYON COUNTY SALARY SCHEDULE**

**EMPLOYER PAID RETIREMENT**

**2014-2016 Effective July 5, 2014 - 1% COLA and Add Step**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
225	22.15	22.70	23.27	23.85	24.45	25.06	25.69	26.33	26.99	27.66	28.35	29.06	29.79	30.53	31.29	32.07	225
226	22.37	22.93	23.50	24.09	24.69	25.31	25.94	26.59	27.25	27.93	28.63	29.35	30.08	30.83	31.60	32.39	226
227	22.59	23.15	23.73	24.32	24.93	25.55	26.19	26.84	27.51	28.20	28.91	29.63	30.37	31.13	31.91	32.71	227
228	22.82	23.39	23.97	24.57	25.18	25.81	26.46	27.12	27.80	28.50	29.21	29.94	30.69	31.46	32.25	33.06	228
229	23.06	23.64	24.23	24.84	25.46	26.10	26.75	27.42	28.11	28.81	29.53	30.27	31.03	31.81	32.61	33.43	229
230	23.28	23.86	24.46	25.07	25.70	26.34	27.00	27.68	28.37	29.08	29.81	30.56	31.32	32.10	32.90	33.72	230
231	23.50	24.09	24.69	25.31	25.94	26.59	27.25	27.93	28.63	29.35	30.08	30.83	31.60	32.39	33.20	34.03	231
232	23.74	24.33	24.94	25.56	26.20	26.86	27.53	28.22	28.93	29.65	30.39	31.15	31.93	32.73	33.55	34.39	232
233	23.98	24.58	25.19	25.82	26.47	27.13	27.81	28.51	29.22	29.95	30.70	31.47	32.26	33.07	33.90	34.75	233
234	24.23	24.84	25.46	26.10	26.75	27.42	28.11	28.81	29.53	30.27	31.03	31.81	32.61	33.43	34.27	35.13	234
235	24.44	25.05	25.68	26.32	26.98	27.65	28.34	29.05	29.78	30.52	31.28	32.06	32.86	33.68	34.52	35.38	235
236	24.71	25.33	25.96	26.61	27.28	27.96	28.66	29.38	30.11	30.86	31.63	32.42	33.23	34.06	34.91	35.78	236
237	24.95	25.57	26.21	26.87	27.54	28.23	28.94	29.66	30.40	31.16	31.94	32.74	33.56	34.40	35.26	36.14	237
238	25.19	25.82	26.47	27.13	27.81	28.51	29.22	29.95	30.70	31.47	32.26	33.07	33.90	34.75	35.62	36.51	238
239	25.46	26.10	26.75	27.42	28.11	28.81	29.53	30.27	31.03	31.81	32.61	33.43	34.27	35.13	36.01	36.91	239
240	25.72	26.36	27.02	27.70	28.39	29.10	29.83	30.58	31.34	32.12	32.92	33.74	34.58	35.44	36.33	37.24	240
241	25.96	26.61	27.28	27.96	28.66	29.38	30.11	30.86	31.63	32.42	33.23	34.06	34.91	35.78	36.67	37.59	241
242	26.23	26.89	27.56	28.25	28.96	29.68	30.42	31.18	31.96	32.76	33.58	34.42	35.28	36.16	37.06	37.99	242
243	26.50	27.16	27.84	28.54	29.25	29.98	30.73	31.50	32.29	33.10	33.93	34.78	35.65	36.54	37.45	38.39	243
244	26.74	27.41	28.10	28.80	29.52	30.26	31.02	31.80	32.60	33.42	34.26	35.12	36.00	36.90	37.82	38.77	244
245	27.03	27.71	28.40	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	36.34	37.25	38.18	39.13	245
246	27.30	27.98	28.68	29.40	30.14	30.89	31.66	32.45	33.26	34.09	34.94	35.81	36.71	37.63	38.57	39.53	246
247	27.56	28.25	28.96	29.68	30.42	31.18	31.96	32.76	33.58	34.42	35.28	36.16	37.06	37.99	38.94	39.91	247
248	27.84	28.54	29.25	29.98	30.73	31.50	32.29	33.10	33.93	34.78	35.65	36.54	37.45	38.39	39.35	40.33	248
249	28.12	28.82	29.54	30.28	31.04	31.82	32.62	33.44	34.28	35.14	36.02	36.92	37.84	38.79	39.76	40.75	249
250	28.39	29.10	29.83	30.58	31.34	32.12	32.92	33.74	34.58	35.44	36.33	37.24	38.17	39.12	40.10	41.10	250
251	28.69	29.41	30.15	30.90	31.67	32.46	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	40.53	41.54	251
252	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08	38.01	38.96	39.93	40.93	41.95	252
253	29.28	30.01	30.76	31.53	32.32	33.13	33.96	34.81	35.68	36.57	37.48	38.42	39.38	40.36	41.37	42.40	253
254	29.54	30.28	31.04	31.82	32.62	33.44	34.28	35.14	36.02	36.92	37.84	38.79	39.76	40.75	41.77	42.81	254
255	29.82	30.57	31.33	32.11	32.91	33.73	34.57	35.43	36.32	37.23	38.16	39.11	40.09	41.09	42.12	43.17	255
256	30.16	30.91	31.68	32.47	33.28	34.11	34.96	35.83	36.73	37.65	38.59	39.55	40.54	41.55	42.59	43.65	256
257	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08	38.01	38.96	39.93	40.93	41.95	43.00	44.08	257
258	30.75	31.52	32.31	33.12	33.95	34.80	35.67	36.56	37.47	38.41	39.37	40.35	41.36	42.39	43.45	44.54	258
259	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78	40.77	41.79	42.83	43.90	45.00	259
260	31.38	32.16	32.96	33.78	34.62	35.49	36.38	37.29	38.22	39.18	40.16	41.16	42.19	43.24	44.32	45.43	260
261	31.69	32.48	33.29	34.12	34.97	35.84	36.74	37.66	38.60	39.57	40.56	41.57	42.61	43.68	44.77	45.89	261



**LYON COUNTY SALARY SCHEDULE**

**EMPLOYER PAID RETIREMENT**

**2014-2016 Effective July 5, 2014 - 1% COLA and Add Step**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
262	32.00	32.80	33.62	34.46	35.32	36.20	37.11	38.04	38.99	39.96	40.96	41.98	43.03	44.11	45.21	46.34	262
263	32.32	33.13	33.96	34.81	35.68	36.57	37.48	38.42	39.38	40.36	41.37	42.40	43.46	44.55	45.66	46.80	263
264	32.66	33.48	34.32	35.18	36.06	36.96	37.88	38.83	39.80	40.80	41.82	42.87	43.94	45.04	46.17	47.32	264
265	32.98	33.80	34.65	35.52	36.41	37.32	38.25	39.21	40.19	41.19	42.22	43.28	44.36	45.47	46.61	47.78	265
266	33.29	34.12	34.97	35.84	36.74	37.66	38.60	39.57	40.56	41.57	42.61	43.68	44.77	45.89	47.04	48.22	266
267	33.63	34.47	35.33	36.21	37.12	38.05	39.00	39.98	40.98	42.00	43.05	44.13	45.23	46.36	47.52	48.71	267
268	33.96	34.81	35.68	36.57	37.48	38.42	39.38	40.36	41.37	42.40	43.46	44.55	45.66	46.80	47.97	49.17	268
269	35.40	36.29	37.20	38.13	39.08	40.06	41.06	42.09	43.14	44.22	45.33	46.46	47.62	48.81	50.03	51.28	269
270	34.66	35.53	36.42	37.33	38.26	39.22	40.20	41.21	42.24	43.30	44.38	45.49	46.63	47.80	49.00	50.23	270
271	34.99	35.86	36.76	37.68	38.62	39.59	40.58	41.59	42.63	43.70	44.79	45.91	47.06	48.24	49.45	50.69	271
272	35.36	36.24	37.15	38.08	39.03	40.01	41.01	42.04	43.09	44.17	45.27	46.40	47.56	48.75	49.97	51.22	272
273	35.71	36.60	37.52	38.46	39.42	40.41	41.42	42.46	43.52	44.61	45.73	46.87	48.04	49.24	50.47	51.73	273
274	36.05	36.95	37.87	38.82	39.79	40.78	41.80	42.85	43.92	45.02	46.15	47.30	48.48	49.69	50.93	52.20	274
275	36.42	37.33	38.26	39.22	40.20	41.21	42.24	43.30	44.38	45.49	46.63	47.80	49.00	50.23	51.49	52.78	275
276	36.79	37.71	38.65	39.62	40.61	41.63	42.67	43.74	44.83	45.95	47.10	48.28	49.49	50.73	52.00	53.30	276
277	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	46.41	47.57	48.76	49.98	51.23	52.51	53.82	277
278	37.51	38.45	39.41	40.40	41.41	42.45	43.51	44.60	45.72	46.86	48.03	49.23	50.46	51.72	53.01	54.34	278
279	37.90	38.85	39.82	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	50.97	52.24	53.55	54.89	279
280	38.27	39.23	40.21	41.22	42.25	43.31	44.39	45.50	46.64	47.81	49.01	50.24	51.50	52.79	54.11	55.46	280
281	38.66	39.63	40.62	41.64	42.68	43.75	44.84	45.96	47.11	48.29	49.50	50.74	52.01	53.31	54.64	56.01	281
282	39.05	40.03	41.03	42.06	43.11	44.19	45.29	46.42	47.58	48.77	49.99	51.24	52.52	53.83	55.18	56.56	282
283	39.44	40.43	41.44	42.48	43.54	44.63	45.75	46.89	48.06	49.26	50.49	51.75	53.04	54.37	55.73	57.12	283
284	39.82	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	50.97	52.24	53.55	54.89	56.26	57.67	284
285	40.22	41.23	42.26	43.32	44.40	45.51	46.65	47.82	49.02	50.25	51.51	52.80	54.12	55.47	56.86	58.28	285
286	40.63	41.65	42.69	43.76	44.85	45.97	47.12	48.30	49.51	50.75	52.02	53.32	54.65	56.02	57.42	58.86	286
287	41.05	42.08	43.13	44.21	45.32	46.45	47.61	48.80	50.02	51.27	52.55	53.86	55.21	56.59	58.00	59.45	287
288	41.45	42.49	43.55	44.64	45.76	46.90	48.07	49.27	50.50	51.76	53.05	54.38	55.74	57.13	58.56	60.02	288
289	41.86	42.91	43.98	45.08	46.21	47.37	48.55	49.76	51.00	52.28	53.59	54.93	56.30	57.71	59.15	60.63	289
290	42.28	43.34	44.42	45.53	46.67	47.84	49.04	50.27	51.53	52.82	54.14	55.49	56.88	58.30	59.76	61.25	290
291	42.69	43.76	44.85	45.97	47.12	48.30	49.51	50.75	52.02	53.32	54.65	56.02	57.42	58.86	60.33	61.84	291
292	43.13	44.21	45.32	46.45	47.61	48.80	50.02	51.27	52.55	53.86	55.21	56.59	58.00	59.45	60.94	62.46	292
293	43.57	44.66	45.78	46.92	48.09	49.29	50.52	51.78	53.07	54.40	55.76	57.15	58.58	60.04	61.54	63.08	293
294	43.99	45.09	46.22	47.38	48.56	49.77	51.01	52.29	53.60	54.94	56.31	57.72	59.16	60.64	62.16	63.71	294
295	44.44	45.55	46.69	47.86	49.06	50.29	51.55	52.84	54.16	55.51	56.90	58.32	59.78	61.27	62.80	64.37	295
296	44.88	46.00	47.15	48.33	49.54	50.78	52.05	53.35	54.68	56.05	57.45	58.89	60.36	61.87	63.42	65.01	296
297	45.34	46.47	47.63	48.82	50.04	51.29	52.57	53.88	55.23	56.61	58.03	59.48	60.97	62.49	64.05	65.65	297
298	45.79	46.93	48.10	49.30	50.53	51.79	53.08	54.41	55.77	57.16	58.59	60.05	61.55	63.09	64.67	66.29	298

**LYON COUNTY SALARY SCHEDULE**

**EMPLOYER PAID RETIREMENT**

**2014-2016 Effective July 5, 2014 - 1% COLA and Add Step**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
299	46.25	47.41	48.60	49.82	51.07	52.35	53.66	55.00	56.38	57.79	59.23	60.71	62.23	63.79	65.38	67.01	299
300	46.70	47.87	49.07	50.30	51.56	52.85	54.17	55.52	56.91	58.33	59.79	61.28	62.81	64.38	65.99	67.64	300
301	47.07	48.25	49.46	50.70	51.97	53.27	54.60	55.97	57.37	58.80	60.27	61.78	63.32	64.90	66.52	68.18	301
302	47.65	48.84	50.06	51.31	52.59	53.90	55.25	56.63	58.05	59.50	60.99	62.51	64.07	65.67	67.31	68.99	302
303	48.12	49.32	50.55	51.81	53.11	54.44	55.80	57.20	58.63	60.10	61.60	63.14	64.72	66.34	68.00	69.70	303
304	48.61	49.83	51.08	52.36	53.67	55.01	56.39	57.80	59.25	60.73	62.25	63.81	65.41	67.05	68.73	70.45	304
305	49.09	50.32	51.58	52.87	54.19	55.54	56.93	58.35	59.81	61.31	62.84	64.41	66.02	67.67	69.36	71.09	305
306	49.58	50.82	52.09	53.39	54.72	56.09	57.49	58.93	60.40	61.91	63.46	65.05	66.68	68.35	70.06	71.81	306
307	50.08	51.33	52.61	53.93	55.28	56.66	58.08	59.53	61.02	62.55	64.11	65.71	67.35	69.03	70.76	72.53	307
308	50.58	51.84	53.14	54.47	55.83	57.23	58.66	60.13	61.63	63.17	64.75	66.37	68.03	69.73	71.47	73.26	308
309	51.07	52.35	53.66	55.00	56.38	57.79	59.23	60.71	62.23	63.79	65.38	67.01	68.69	70.41	72.17	73.97	309
310	51.61	52.90	54.22	55.58	56.97	58.39	59.85	61.35	62.88	64.45	66.06	67.71	69.40	71.14	72.92	74.74	310

**LYON COUNTY SALARY SCHEDULE      EMPLOYEE/EMPLOYER PAID RETIREMENT**  
**2014-2016    Effective July 5, 2014 - 1% COLA and Add Step**

114	8.31	8.52	8.73	8.95	9.17	9.40	9.64	9.88	10.13	10.38	10.64	10.91	11.18	11.46	11.75	12.04	114
115	8.39	8.60	8.82	9.04	9.27	9.50	9.74	9.98	10.23	10.49	10.75	11.02	11.30	11.58	11.87	12.17	115
116	8.48	8.69	8.91	9.13	9.36	9.59	9.83	10.08	10.33	10.59	10.85	11.12	11.40	11.69	11.98	12.28	116
117	8.59	8.80	9.02	9.25	9.48	9.72	9.96	10.21	10.47	10.73	11.00	11.28	11.56	11.85	12.15	12.45	117
118	8.68	8.90	9.12	9.35	9.58	9.82	10.07	10.32	10.58	10.84	11.11	11.39	11.67	11.96	12.26	12.57	118
119	8.75	8.97	9.19	9.42	9.66	9.90	10.15	10.40	10.66	10.93	11.20	11.48	11.77	12.06	12.36	12.67	119
120	8.83	9.05	9.28	9.51	9.75	9.99	10.24	10.50	10.76	11.03	11.31	11.59	11.88	12.18	12.48	12.79	120
121	8.92	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.87	11.14	11.42	11.71	12.00	12.30	12.61	12.93	121
122	9.02	9.25	9.48	9.72	9.96	10.21	10.47	10.73	11.00	11.28	11.56	11.85	12.15	12.45	12.76	13.08	122
123	9.10	9.33	9.56	9.80	10.05	10.30	10.56	10.82	11.09	11.37	11.65	11.94	12.24	12.55	12.86	13.18	123
124	9.18	9.41	9.65	9.89	10.14	10.39	10.65	10.92	11.19	11.47	11.76	12.05	12.35	12.66	12.98	13.30	124
125	9.29	9.52	9.76	10.00	10.25	10.51	10.77	11.04	11.32	11.60	11.89	12.19	12.49	12.80	13.12	13.45	125
126	9.36	9.59	9.83	10.08	10.33	10.59	10.85	11.12	11.40	11.69	11.98	12.28	12.59	12.90	13.22	13.55	126
127	9.48	9.72	9.96	10.21	10.47	10.73	11.00	11.28	11.56	11.85	12.15	12.45	12.76	13.08	13.41	13.75	127
128	9.55	9.79	10.03	10.28	10.54	10.80	11.07	11.35	11.63	11.92	12.22	12.53	12.84	13.16	13.49	13.83	128
129	9.64	9.88	10.13	10.38	10.64	10.91	11.18	11.46	11.75	12.04	12.34	12.65	12.97	13.29	13.62	13.96	129
130	9.77	10.01	10.26	10.52	10.78	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.16	130
131	9.86	10.11	10.36	10.62	10.89	11.16	11.44	11.73	12.02	12.32	12.63	12.95	13.27	13.60	13.94	14.29	131
132	9.96	10.21	10.47	10.73	11.00	11.28	11.56	11.85	12.15	12.45	12.76	13.08	13.41	13.75	14.09	14.44	132
133	10.06	10.31	10.57	10.83	11.10	11.38	11.66	11.95	12.25	12.56	12.87	13.19	13.52	13.86	14.21	14.57	133
134	10.16	10.41	10.67	10.94	11.21	11.49	11.78	12.07	12.37	12.68	13.00	13.33	13.66	14.00	14.35	14.71	134
135	10.25	10.51	10.77	11.04	11.32	11.60	11.89	12.19	12.49	12.80	13.12	13.45	13.79	14.13	14.48	14.84	135
136	10.36	10.62	10.89	11.16	11.44	11.73	12.02	12.32	12.63	12.95	13.27	13.60	13.94	14.29	14.65	15.02	136
137	10.44	10.70	10.97	11.24	11.52	11.81	12.11	12.41	12.72	13.04	13.37	13.70	14.04	14.39	14.75	15.12	137
138	10.56	10.82	11.09	11.37	11.65	11.94	12.24	12.55	12.86	13.18	13.51	13.85	14.20	14.56	14.92	15.29	138
139	10.67	10.94	11.21	11.49	11.78	12.07	12.37	12.68	13.00	13.33	13.66	14.00	14.35	14.71	15.08	15.46	139
140	10.78	11.05	11.33	11.61	11.90	12.20	12.51	12.82	13.14	13.47	13.81	14.16	14.51	14.87	15.24	15.62	140
141	10.88	11.15	11.43	11.72	12.01	12.31	12.62	12.94	13.26	13.59	13.93	14.28	14.64	15.01	15.39	15.77	141
142	11.00	11.28	11.56	11.85	12.15	12.45	12.76	13.08	13.41	13.75	14.09	14.44	14.80	15.17	15.55	15.94	142
143	11.09	11.37	11.65	11.94	12.24	12.55	12.86	13.18	13.51	13.85	14.20	14.56	14.92	15.29	15.67	16.06	143
144	11.22	11.50	11.79	12.08	12.38	12.69	13.01	13.34	13.67	14.01	14.36	14.72	15.09	15.47	15.86	16.26	144
145	11.31	11.59	11.88	12.18	12.48	12.79	13.11	13.44	13.78	14.12	14.47	14.83	15.20	15.58	15.97	16.37	145
146	11.42	11.71	12.00	12.30	12.61	12.93	13.25	13.58	13.92	14.27	14.63	15.00	15.38	15.76	16.15	16.55	146
147	11.54	11.83	12.13	12.43	12.74	13.06	13.39	13.72	14.06	14.41	14.77	15.14	15.52	15.91	16.31	16.72	147
148	11.68	11.97	12.27	12.58	12.89	13.21	13.54	13.88	14.23	14.59	14.95	15.32	15.70	16.09	16.49	16.90	148
149	11.78	12.07	12.37	12.68	13.00	13.33	13.66	14.00	14.35	14.71	15.08	15.46	15.85	16.25	16.66	17.08	149
150	11.89	12.19	12.49	12.80	13.12	13.45	13.79	14.13	14.48	14.84	15.21	15.59	15.98	16.38	16.79	17.21	150
151	12.03	12.33	12.64	12.96	13.28	13.61	13.95	14.30	14.66	15.03	15.41	15.80	16.20	16.61	17.03	17.46	151
152	12.14	12.44	12.75	13.07	13.40	13.74	14.08	14.43	14.79	15.16	15.54	15.93	16.33	16.74	17.16	17.59	152

**LYON COUNTY SALARY SCHEDULE      EMPLOYEE/EMPLOYER PAID RETIREMENT**  
**2014-2016    Effective July 5, 2014 - 1% COLA and Add Step**

153	12.26	12.57	12.88	13.20	13.53	13.87	14.22	14.58	14.94	15.31	15.69	16.08	16.48	16.89	17.31	17.74	153
154	12.36	12.67	12.99	13.31	13.64	13.98	14.33	14.69	15.06	15.44	15.83	16.23	16.64	17.06	17.49	17.93	154
155	12.51	12.82	13.14	13.47	13.81	14.16	14.51	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	155
156	12.63	12.95	13.27	13.60	13.94	14.29	14.65	15.02	15.40	15.79	16.18	16.58	16.99	17.41	17.85	18.30	156
157	12.76	13.08	13.41	13.75	14.09	14.44	14.80	15.17	15.55	15.94	16.34	16.75	17.17	17.60	18.04	18.49	157
158	12.89	13.21	13.54	13.88	14.23	14.59	14.95	15.32	15.70	16.09	16.49	16.90	17.32	17.75	18.19	18.64	158
159	13.02	13.35	13.68	14.02	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	159
160	13.15	13.48	13.82	14.17	14.52	14.88	15.25	15.63	16.02	16.42	16.83	17.25	17.68	18.12	18.57	19.03	160
161	13.25	13.58	13.92	14.27	14.63	15.00	15.38	15.76	16.15	16.55	16.96	17.38	17.81	18.26	18.72	19.19	161
162	13.40	13.74	14.08	14.43	14.79	15.16	15.54	15.93	16.33	16.74	17.16	17.59	18.03	18.48	18.94	19.41	162
163	13.55	13.89	14.24	14.60	14.97	15.34	15.72	16.11	16.51	16.92	17.34	17.77	18.21	18.67	19.14	19.62	163
164	13.68	14.02	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	164
165	13.84	14.19	14.54	14.90	15.27	15.65	16.04	16.44	16.85	17.27	17.70	18.14	18.59	19.05	19.53	20.02	165
166	13.97	14.32	14.68	15.05	15.43	15.82	16.22	16.63	17.05	17.48	17.92	18.37	18.83	19.30	19.78	20.27	166
167	14.09	14.44	14.80	15.17	15.55	15.94	16.34	16.75	17.17	17.60	18.04	18.49	18.95	19.42	19.91	20.41	167
168	14.25	14.61	14.98	15.35	15.73	16.12	16.52	16.93	17.35	17.78	18.22	18.68	19.15	19.63	20.12	20.62	168
169	14.38	14.74	15.11	15.49	15.88	16.28	16.69	17.11	17.54	17.98	18.43	18.89	19.36	19.84	20.34	20.85	169
170	14.51	14.87	15.24	15.62	16.01	16.41	16.82	17.24	17.67	18.11	18.56	19.02	19.50	19.99	20.49	21.00	170
171	14.65	15.02	15.40	15.79	16.18	16.58	16.99	17.41	17.85	18.30	18.76	19.23	19.71	20.20	20.71	21.23	171
172	14.84	15.21	15.59	15.98	16.38	16.79	17.21	17.64	18.08	18.53	18.99	19.46	19.95	20.45	20.96	21.48	172
173	14.95	15.32	15.70	16.09	16.49	16.90	17.32	17.75	18.19	18.64	19.11	19.59	20.08	20.58	21.09	21.62	173
174	15.14	15.52	15.91	16.31	16.72	17.14	17.57	18.01	18.46	18.92	19.39	19.87	20.37	20.88	21.40	21.94	174
175	15.26	15.64	16.03	16.43	16.84	17.26	17.69	18.13	18.58	19.04	19.52	20.01	20.51	21.02	21.55	22.09	175
176	15.40	15.79	16.18	16.58	16.99	17.41	17.85	18.30	18.76	19.23	19.71	20.20	20.71	21.23	21.76	22.30	176
177	15.57	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.97	19.44	19.93	20.43	20.94	21.46	22.00	22.55	177
178	15.73	16.12	16.52	16.93	17.35	17.78	18.22	18.68	19.15	19.63	20.12	20.62	21.14	21.67	22.21	22.77	178
179	15.89	16.29	16.70	17.12	17.55	17.99	18.44	18.90	19.37	19.85	20.35	20.86	21.38	21.91	22.46	23.02	179
180	16.04	16.44	16.85	17.27	17.70	18.14	18.59	19.05	19.53	20.02	20.52	21.03	21.56	22.10	22.65	23.22	180
181	16.21	16.62	17.04	17.47	17.91	18.36	18.82	19.29	19.77	20.26	20.77	21.29	21.82	22.37	22.93	23.50	181
182	16.34	16.75	17.17	17.60	18.04	18.49	18.95	19.42	19.91	20.41	20.92	21.44	21.98	22.53	23.09	23.67	182
183	16.53	16.94	17.36	17.79	18.23	18.69	19.16	19.64	20.13	20.63	21.15	21.68	22.22	22.78	23.35	23.93	183
184	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84	21.36	21.89	22.44	23.00	23.58	24.17	184
185	16.85	17.27	17.70	18.14	18.59	19.05	19.53	20.02	20.52	21.03	21.56	22.10	22.65	23.22	23.80	24.40	185
186	17.03	17.46	17.90	18.35	18.81	19.28	19.76	20.25	20.76	21.28	21.81	22.36	22.92	23.49	24.08	24.68	186
187	17.19	17.62	18.06	18.51	18.97	19.44	19.93	20.43	20.94	21.46	22.00	22.55	23.11	23.69	24.28	24.89	187
188	17.37	17.80	18.25	18.71	19.18	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	188
189	17.52	17.96	18.41	18.87	19.34	19.82	20.32	20.83	21.35	21.88	22.43	22.99	23.56	24.15	24.75	25.37	189
190	17.70	18.14	18.59	19.05	19.53	20.02	20.52	21.03	21.56	22.10	22.65	23.22	23.80	24.40	25.01	25.64	190
191	17.91	18.36	18.82	19.29	19.77	20.26	20.77	21.29	21.82	22.37	22.93	23.50	24.09	24.69	25.31	25.94	191

**LYON COUNTY SALARY SCHEDULE      EMPLOYEE/EMPLOYER PAID RETIREMENT**  
**2014-2016    Effective July 5, 2014 - 1% COLA and Add Step**

192	18.06	18.51	18.97	19.44	19.93	20.43	20.94	21.46	22.00	22.55	23.11	23.69	24.28	24.89	25.51	26.15	192
193	18.25	18.71	19.18	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	193
194	18.44	18.90	19.37	19.85	20.35	20.86	21.38	21.91	22.46	23.02	23.60	24.19	24.79	25.41	26.05	26.70	194
195	18.59	19.05	19.53	20.02	20.52	21.03	21.56	22.10	22.65	23.22	23.80	24.40	25.01	25.64	26.28	26.94	195
196	18.80	19.27	19.75	20.24	20.75	21.27	21.80	22.35	22.91	23.48	24.07	24.67	25.29	25.92	26.57	27.23	196
197	19.00	19.48	19.97	20.47	20.98	21.50	22.04	22.59	23.15	23.73	24.32	24.93	25.55	26.19	26.84	27.51	197
198	19.19	19.67	20.16	20.66	21.18	21.71	22.25	22.81	23.38	23.96	24.56	25.17	25.80	26.45	27.11	27.79	198
199	19.38	19.86	20.36	20.87	21.39	21.92	22.47	23.03	23.61	24.20	24.81	25.43	26.07	26.72	27.39	28.07	199
200	19.56	20.05	20.55	21.06	21.59	22.13	22.68	23.25	23.83	24.43	25.04	25.67	26.31	26.97	27.64	28.33	200
201	19.77	20.26	20.77	21.29	21.82	22.37	22.93	23.50	24.09	24.69	25.31	25.94	26.59	27.25	27.93	28.63	201
202	19.97	20.47	20.98	21.50	22.04	22.59	23.15	23.73	24.32	24.93	25.55	26.19	26.84	27.51	28.20	28.91	202
203	20.18	20.68	21.20	21.73	22.27	22.83	23.40	23.99	24.59	25.20	25.83	26.48	27.14	27.82	28.52	29.23	203
204	20.35	20.86	21.38	21.91	22.46	23.02	23.60	24.19	24.79	25.41	26.05	26.70	27.37	28.05	28.75	29.47	204
205	20.57	21.08	21.61	22.15	22.70	23.27	23.85	24.45	25.06	25.69	26.33	26.99	27.66	28.35	29.06	29.79	205
206	20.78	21.30	21.83	22.38	22.94	23.51	24.10	24.70	25.32	25.95	26.60	27.27	27.95	28.65	29.37	30.10	206
207	21.00	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.59	26.23	26.89	27.56	28.25	28.96	29.68	30.42	207
208	21.19	21.72	22.26	22.82	23.39	23.97	24.57	25.18	25.81	26.46	27.12	27.80	28.50	29.21	29.94	30.69	208
209	21.40	21.94	22.49	23.05	23.63	24.22	24.83	25.45	26.09	26.74	27.41	28.10	28.80	29.52	30.26	31.02	209
210	21.44	21.98	22.53	23.09	23.67	24.26	24.87	25.49	26.13	26.78	27.45	28.14	28.84	29.56	30.30	31.06	210
211	21.84	22.39	22.95	23.52	24.11	24.71	25.33	25.96	26.61	27.28	27.96	28.66	29.38	30.11	30.86	31.63	211
212	22.07	22.62	23.19	23.77	24.36	24.97	25.59	26.23	26.89	27.56	28.25	28.96	29.68	30.42	31.18	31.96	212
213	22.27	22.83	23.40	23.99	24.59	25.20	25.83	26.48	27.14	27.82	28.52	29.23	29.96	30.71	31.48	32.27	213
214	22.49	23.05	23.63	24.22	24.83	25.45	26.09	26.74	27.41	28.10	28.80	29.52	30.26	31.02	31.80	32.60	214
215	22.71	23.28	23.86	24.46	25.07	25.70	26.34	27.00	27.68	28.37	29.08	29.81	30.56	31.32	32.10	32.90	215
216	22.94	23.51	24.10	24.70	25.32	25.95	26.60	27.27	27.95	28.65	29.37	30.10	30.85	31.62	32.41	33.22	216
217	23.16	23.74	24.33	24.94	25.56	26.20	26.86	27.53	28.22	28.93	29.65	30.39	31.15	31.93	32.73	33.55	217
218	23.40	23.99	24.59	25.20	25.83	26.48	27.14	27.82	28.52	29.23	29.96	30.71	31.48	32.27	33.08	33.91	218
219	23.62	24.21	24.82	25.44	26.08	26.73	27.40	28.09	28.79	29.51	30.25	31.01	31.79	32.58	33.39	34.22	219
220	23.88	24.48	25.09	25.72	26.36	27.02	27.70	28.39	29.10	29.83	30.58	31.34	32.12	32.92	33.74	34.58	220
221	24.10	24.70	25.32	25.95	26.60	27.27	27.95	28.65	29.37	30.10	30.85	31.62	32.41	33.22	34.05	34.90	221
222	24.38	24.99	25.61	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	222
223	24.61	25.23	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.94	34.79	35.66	223
224	24.86	25.48	26.12	26.77	27.44	28.13	28.83	29.55	30.29	31.05	31.83	32.63	33.45	34.29	35.15	36.03	224
225	25.10	25.73	26.37	27.03	27.71	28.40	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	36.34	225
226	25.35	25.98	26.63	27.30	27.98	28.68	29.40	30.14	30.89	31.66	32.45	33.26	34.09	34.94	35.81	36.71	226
227	25.60	26.24	26.90	27.57	28.26	28.97	29.69	30.43	31.19	31.97	32.77	33.59	34.43	35.29	36.17	37.07	227
228	25.86	26.51	27.17	27.85	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.94	34.79	35.66	36.55	37.46	228
229	26.13	26.78	27.45	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	229
230	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37	37.28	38.21	230

**LYON COUNTY SALARY SCHEDULE      EMPLOYEE/EMPLOYER PAID RETIREMENT**  
**2014-2016 Effective July 5, 2014 - 1% COLA and Add Step**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
231	26.63	27.30	27.98	28.68	29.40	30.14	30.89	31.66	32.45	33.26	34.09	34.94	35.81	36.71	37.63	38.57	231
232	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08	38.01	38.96	232
233	27.18	27.86	28.56	29.27	30.00	30.75	31.52	32.31	33.12	33.95	34.80	35.67	36.56	37.47	38.41	39.37	233
234	27.46	28.15	28.85	29.57	30.31	31.07	31.85	32.65	33.47	34.31	35.17	36.05	36.95	37.87	38.82	39.79	234
235	27.70	28.39	29.10	29.83	30.58	31.34	32.12	32.92	33.74	34.58	35.44	36.33	37.24	38.17	39.12	40.10	235
236	28.01	28.71	29.43	30.17	30.92	31.69	32.48	33.29	34.12	34.97	35.84	36.74	37.66	38.60	39.57	40.56	236
237	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97	39.94	40.94	237
238	28.55	29.26	29.99	30.74	31.51	32.30	33.11	33.94	34.79	35.66	36.55	37.46	38.40	39.36	40.34	41.35	238
239	28.86	29.58	30.32	31.08	31.86	32.66	33.48	34.32	35.18	36.06	36.96	37.88	38.83	39.80	40.80	41.82	239
240	29.15	29.88	30.63	31.40	32.19	32.99	33.81	34.66	35.53	36.42	37.33	38.26	39.22	40.20	41.21	42.24	240
241	29.42	30.16	30.91	31.68	32.47	33.28	34.11	34.96	35.83	36.73	37.65	38.59	39.55	40.54	41.55	42.59	241
242	29.73	30.47	31.23	32.01	32.81	33.63	34.47	35.33	36.21	37.12	38.05	39.00	39.98	40.98	42.00	43.05	242
243	30.03	30.78	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.50	38.44	39.40	40.39	41.40	42.44	43.50	243
244	30.31	31.07	31.85	32.65	33.47	34.31	35.17	36.05	36.95	37.87	38.82	39.79	40.78	41.80	42.85	43.92	244
245	30.63	31.40	32.19	32.99	33.81	34.66	35.53	36.42	37.33	38.26	39.22	40.20	41.21	42.24	43.30	44.38	245
246	30.94	31.71	32.50	33.31	34.14	34.99	35.86	36.76	37.68	38.62	39.59	40.58	41.59	42.63	43.70	44.79	246
247	31.24	32.02	32.82	33.64	34.48	35.34	36.22	37.13	38.06	39.01	39.99	40.99	42.01	43.06	44.14	45.24	247
248	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.50	38.44	39.40	40.39	41.40	42.44	43.50	44.59	45.70	248
249	31.87	32.67	33.49	34.33	35.19	36.07	36.97	37.89	38.84	39.81	40.81	41.83	42.88	43.95	45.05	46.18	249
250	32.18	32.98	33.80	34.65	35.52	36.41	37.32	38.25	39.21	40.19	41.19	42.22	43.28	44.36	45.47	46.61	250
251	32.51	33.32	34.15	35.00	35.88	36.78	37.70	38.64	39.61	40.60	41.62	42.66	43.73	44.82	45.94	47.09	251
252	32.84	33.66	34.50	35.36	36.24	37.15	38.08	39.03	40.01	41.01	42.04	43.09	44.17	45.27	46.40	47.56	252
253	33.18	34.01	34.86	35.73	36.62	37.54	38.48	39.44	40.43	41.44	42.48	43.54	44.63	45.75	46.89	48.06	253
254	33.48	34.32	35.18	36.06	36.96	37.88	38.83	39.80	40.80	41.82	42.87	43.94	45.04	46.17	47.32	48.50	254
255	33.80	34.65	35.52	36.41	37.32	38.25	39.21	40.19	41.19	42.22	43.28	44.36	45.47	46.61	47.78	48.97	255
256	34.18	35.03	35.91	36.81	37.73	38.67	39.64	40.63	41.65	42.69	43.76	44.85	45.97	47.12	48.30	49.51	256
257	34.50	35.36	36.24	37.15	38.08	39.03	40.01	41.01	42.04	43.09	44.17	45.27	46.40	47.56	48.75	49.97	257
258	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47	43.53	44.62	45.74	46.88	48.05	49.25	50.48	258
259	35.20	36.08	36.98	37.90	38.85	39.82	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	50.97	259
260	35.56	36.45	37.36	38.29	39.25	40.23	41.24	42.27	43.33	44.41	45.52	46.66	47.83	49.03	50.26	51.52	260
261	35.92	36.82	37.74	38.68	39.65	40.64	41.66	42.70	43.77	44.86	45.98	47.13	48.31	49.52	50.76	52.03	261
262	36.27	37.18	38.11	39.06	40.04	41.04	42.07	43.12	44.20	45.31	46.44	47.60	48.79	50.01	51.26	52.54	262
263	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76	46.90	48.07	49.27	50.50	51.76	53.05	263
264	37.01	37.94	38.89	39.86	40.86	41.88	42.93	44.00	45.10	46.23	47.39	48.57	49.78	51.02	52.30	53.61	264
265	37.38	38.31	39.27	40.25	41.26	42.29	43.35	44.43	45.54	46.68	47.85	49.05	50.28	51.54	52.83	54.15	265
266	37.73	38.67	39.64	40.63	41.65	42.69	43.76	44.85	45.97	47.12	48.30	49.51	50.75	52.02	53.32	54.65	266
267	38.11	39.06	40.04	41.04	42.07	43.12	44.20	45.31	46.44	47.60	48.79	50.01	51.26	52.54	53.85	55.20	267
268	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76	46.90	48.07	49.27	50.50	51.76	53.05	54.38	55.74	268
269	40.12	41.12	42.15	43.20	44.28	45.39	46.52	47.68	48.87	50.09	51.34	52.62	53.94	55.29	56.67	58.09	269



**LYON COUNTY SALARY SCHEDULE      EMPLOYEE/EMPLOYER PAID RETIREMENT**  
**2014-2016    Effective July 5, 2014 - 1% COLA and Add Step**

270	39.28	40.26	41.27	42.30	43.36	44.44	45.55	46.69	47.86	49.06	50.29	51.55	52.84	54.16	55.51	56.90	270
271	39.66	40.65	41.67	42.71	43.78	44.87	45.99	47.14	48.32	49.53	50.77	52.04	53.34	54.67	56.04	57.44	271
272	40.07	41.07	42.10	43.15	44.23	45.34	46.47	47.63	48.82	50.04	51.29	52.57	53.88	55.23	56.61	58.03	272
273	40.47	41.48	42.52	43.58	44.67	45.79	46.93	48.10	49.30	50.53	51.79	53.08	54.41	55.77	57.16	58.59	273
274	40.86	41.88	42.93	44.00	45.10	46.23	47.39	48.57	49.78	51.02	52.30	53.61	54.95	56.32	57.73	59.17	274
275	41.28	42.31	43.37	44.45	45.56	46.70	47.87	49.07	50.30	51.56	52.85	54.17	55.52	56.91	58.33	59.79	275
276	41.69	42.73	43.80	44.90	46.02	47.17	48.35	49.56	50.80	52.07	53.37	54.70	56.07	57.47	58.91	60.38	276
277	42.11	43.16	44.24	45.35	46.48	47.64	48.83	50.05	51.30	52.58	53.89	55.24	56.62	58.04	59.49	60.98	277
278	42.51	43.57	44.66	45.78	46.92	48.09	49.29	50.52	51.78	53.07	54.40	55.76	57.15	58.58	60.04	61.54	278
279	42.95	44.02	45.12	46.25	47.41	48.60	49.82	51.07	52.35	53.66	55.00	56.38	57.79	59.23	60.71	62.23	279
280	43.37	44.45	45.56	46.70	47.87	49.07	50.30	51.56	52.85	54.17	55.52	56.91	58.33	59.79	61.28	62.81	280
281	43.81	44.91	46.03	47.18	48.36	49.57	50.81	52.08	53.38	54.71	56.08	57.48	58.92	60.39	61.90	63.45	281
282	44.26	45.37	46.50	47.66	48.85	50.07	51.32	52.60	53.92	55.27	56.65	58.07	59.52	61.01	62.54	64.10	282
283	44.70	45.82	46.97	48.14	49.34	50.57	51.83	53.13	54.46	55.82	57.22	58.65	60.12	61.62	63.16	64.74	283
284	45.13	46.26	47.42	48.61	49.83	51.08	52.36	53.67	55.01	56.39	57.80	59.25	60.73	62.25	63.81	65.41	284
285	45.58	46.72	47.89	49.09	50.32	51.58	52.87	54.19	55.54	56.93	58.35	59.81	61.31	62.84	64.41	66.02	285
286	46.05	47.20	48.38	49.59	50.83	52.10	53.40	54.74	56.11	57.51	58.95	60.42	61.93	63.48	65.07	66.70	286
287	46.52	47.68	48.87	50.09	51.34	52.62	53.94	55.29	56.67	58.09	59.54	61.03	62.56	64.12	65.72	67.36	287
288	46.98	48.15	49.35	50.58	51.84	53.14	54.47	55.83	57.23	58.66	60.13	61.63	63.17	64.75	66.37	68.03	288
289	47.44	48.63	49.85	51.10	52.38	53.69	55.03	56.41	57.82	59.27	60.75	62.27	63.83	65.43	67.07	68.75	289
290	47.92	49.12	50.35	51.61	52.90	54.22	55.58	56.97	58.39	59.85	61.35	62.88	64.45	66.06	67.71	69.40	290
291	48.38	49.59	50.83	52.10	53.40	54.74	56.11	57.51	58.95	60.42	61.93	63.48	65.07	66.70	68.37	70.08	291
292	48.88	50.10	51.35	52.63	53.95	55.30	56.68	58.10	59.55	61.04	62.57	64.13	65.73	67.37	69.05	70.78	292
293	49.38	50.61	51.88	53.18	54.51	55.87	57.27	58.70	60.17	61.67	63.21	64.79	66.41	68.07	69.77	71.51	293
294	49.85	51.10	52.38	53.69	55.03	56.41	57.82	59.27	60.75	62.27	63.83	65.43	67.07	68.75	70.47	72.23	294
295	50.36	51.62	52.91	54.23	55.59	56.98	58.40	59.86	61.36	62.89	64.46	66.07	67.72	69.41	71.15	72.93	295
296	50.86	52.13	53.43	54.77	56.14	57.54	58.98	60.45	61.96	63.51	65.10	66.73	68.40	70.11	71.86	73.66	296
297	51.39	52.67	53.99	55.34	56.72	58.14	59.59	61.08	62.61	64.18	65.78	67.42	69.11	70.84	72.61	74.43	297
298	51.89	53.19	54.52	55.88	57.28	58.71	60.18	61.68	63.22	64.80	66.42	68.08	69.78	71.52	73.31	75.14	298
299	52.42	53.73	55.07	56.45	57.86	59.31	60.79	62.31	63.87	65.47	67.11	68.79	70.51	72.27	74.08	75.93	299
300	52.93	54.25	55.61	57.00	58.43	59.89	61.39	62.92	64.49	66.10	67.75	69.44	71.18	72.96	74.78	76.65	300
301	53.44	54.77	56.14	57.54	58.98	60.45	61.96	63.51	65.10	66.73	68.40	70.11	71.86	73.66	75.51	77.40	301
302	54.00	55.35	56.73	58.15	59.60	61.09	62.62	64.19	65.79	67.43	69.12	70.85	72.62	74.44	76.30	78.21	302
303	54.54	55.90	57.30	58.73	60.20	61.71	63.25	64.83	66.45	68.11	69.81	71.56	73.35	75.18	77.06	78.99	303
304	55.09	56.47	57.88	59.33	60.81	62.33	63.89	65.49	67.13	68.81	70.53	72.29	74.10	75.95	77.85	79.80	304
305	55.63	57.02	58.45	59.91	61.41	62.95	64.52	66.13	67.78	69.47	71.21	72.99	74.81	76.68	78.60	80.57	305
306	56.19	57.59	59.03	60.51	62.02	63.57	65.16	66.79	68.46	70.17	71.92	73.72	75.56	77.45	79.39	81.37	306
307	56.76	58.18	59.63	61.12	62.65	64.22	65.83	67.48	69.17	70.90	72.67	74.49	76.35	78.26	80.22	82.23	307
308	57.32	58.75	60.22	61.73	63.27	64.85	66.47	68.13	69.83	71.58	73.37	75.20	77.08	79.01	80.99	83.01	308

**LYON COUNTY SALARY SCHEDULE      EMPLOYEE/EMPLOYER PAID RETIREMENT**  
**2014-2016    Effective July 5, 2014 - 1% COLA and Add Step**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
309	57.88	59.33	60.81	62.33	63.89	65.49	67.13	68.81	70.53	72.29	74.10	75.95	77.85	79.80	81.80	83.85	309
310	58.49	59.95	61.45	62.99	64.56	66.17	67.82	69.52	71.26	73.04	74.87	76.74	78.66	80.63	82.65	84.72	310



## APPENDIX B

### CHAPTER 285

#### AWARDS TO STATE EMPLOYEES

<a href="#">NRS 285.010</a>	Definitions.
<a href="#">NRS 285.020</a>	Program for Merit Awards established.
<a href="#">NRS 285.030</a>	Merit Award Board: Members; secretary; regulations; expenditures.
<a href="#">NRS 285.040</a>	Investigation, review and evaluation of recommendations.
<a href="#">NRS 285.050</a>	Conditions of eligibility for award.
<a href="#">NRS 285.060</a>	Suggestions: Submission; agency's findings and recommendations; review, evaluation and recommendations by Board.
<a href="#">NRS 285.070</a>	Cash payment: Amount; limitations.
<a href="#">NRS 285.080</a>	Service award; conditions; regulations.

**NRS 285.010 Definitions.** As used in this chapter unless the context otherwise requires:

1. "Adoption" means the putting of an employee suggestion into effect.
2. "Board" means the Merit Award Board.
3. "Employee suggestion" means a proposal by a state employee which would:
  - (a) Reduce or eliminate state expenditures; or
  - (b) Improve the operation of State Government.
4. "Merit award" means an award to a state employee for an adopted suggestion in the form of either the Governor's certificate of commendation or a cash payment.
5. "State employee" means any person employed by a state agency who is not the head of the department.  
(Added to NRS by 1967, 1065; A 1977, 452; 2001, [1311](#))

**NRS 285.020 Program for merit awards established.**

1. There is hereby established a Merit Award Program for state employees.
2. The award shall be designated as the Governor's Award for Achievement of Excellence in State Service.  
(Added to NRS by 1967, 1065)

**NRS 285.030 Merit Award Board: Members; secretary; regulations; expenditures.**

1. The controlling authority of the Merit Award Program is the Merit Award Board.
2. The Board must be composed of five members as follows:
  - (a) Two members of the State of Nevada Employees Association designated by the executive committee of that association.
  - (b) One member from the Budget Division of the Department of Administration appointed by the Chief of the Budget Division.
  - (c) One member from the Department of Personnel appointed by the Director of the Department.
  - (d) One member appointed by and representing the Governor.
3. The member from either the Budget Division of the Department of Administration or from the Department of Personnel must serve as the Secretary of the Board.
4. The Board shall adopt regulations for transacting its business and carrying out the provisions of this chapter.
5. Within the limits of legislative appropriations, the Board may expend up to \$1,000 per year on expenses relating to the operation of the Board.  
(Added to NRS by 1967, 1065; A 1975, 190; 1981, 1684; 1983, 639; 1991, 1829)

**NRS 285.040 Investigation, review and evaluation of recommendations.** The Board shall investigate, review and evaluate the merits of each recommendation proposed.

(Added to NRS by 1967, 1066)

**NRS 285.050 Conditions of eligibility for award.**

1. Every state employee is eligible to offer an employee suggestion.
2. To be eligible for an award an employee must propose a change which is not currently under active consideration by the state agency affected.
3. If duplicate suggestions are submitted, only the first suggestion received is eligible for an award.  
(Added to NRS by 1967, 1066; A 1991, 1830)

**NRS 285.060 Suggestions: Submission; agency's findings and recommendations; review, evaluation and recommendations by Board.**

1. Employee suggestions shall be submitted in writing to the Board.
2. The Board may establish such additional standards for submission of suggestions as it deems proper.
3. The Secretary of the Board shall receive, record and acknowledge receipt of suggestions, and shall notify the suggestor of any undue delays in the consideration of his suggestion.
4. Suggestions shall be referred at once to the state agency or agencies affected for consideration. Within 30 days the agency shall report its findings and recommendations to the Board. The agency report shall indicate:
  - (a) Whether a suggestion has been adopted.
  - (b) If adopted, the day on which a suggestion was placed in effect.
  - (c) If adopted, any actual or estimated reduction, elimination or avoidance of expenditures or improvement in operations made possible by an employee's suggestion.
  - (d) If rejected, the reasons for rejection.
5. The Board shall review agency findings and recommendations and may obtain additional information or take such other action as is necessary for prompt, thorough and impartial consideration of each suggestion.
6. The Board shall evaluate each suggestion, taking into consideration agency action, staff recommendations and the objectives of the Merit Award Program. For each suggestion eligible for an award the Board shall formulate an official recommendation covering the

merit of the suggestion, and the amount of recommended award.

(Added to NRS by 1967, 1066)

**NRS 285.070 Cash payment; Amount; limitations.**

1. Insofar as it may be equitable and practicable, the amount of the cash award allowed for an employee's suggestion must be predicated upon the savings to the State. No cash award may exceed \$500.

2. Cash payments to employees arising out of adopted suggestions must be paid from money appropriated by the Legislature for that purpose.

3. No more than \$5,000 each fiscal year may be distributed as cash payments to employees pursuant to [NRS 285.010](#) to [285.070](#), inclusive.

(Added to NRS by 1967, 1067; A 1975, 190; 1991, 1830)

**NRS 285.080 Service award; conditions; regulations.**

1. The Governor or head of a state agency may present service awards to state employees if:

(a) The cost of each award does not exceed the amount established by the State Board of Examiners; and

(b) The Office of the Governor or the agency has sufficient funds available for such awards.

2. The State Board of Examiners shall establish by regulation a maximum amount of money that the Governor or the head of a state agency may spend on a service award pursuant to this section.

3. As used in this section, "service award" means a suitable symbol, other than money, for faithful and exceptional public service.

(Added to NRS by 1977, 452; A 2001, [1311](#))

## APPENDIX C



LYON COUNTY EMPLOYEES' ASSOCIATION  
FORMAL GRIEVANCE FORM

**Definition:** A grievance shall be defined as a dispute between an employee, a group of employees, or the Association and the County, which involves the violation of a provision or provisions of the agreement.

Employee's Name:	_____	Work phone:	_____
Department:	_____	Work location:	_____
Name of Dept. Head:	_____	Work phone:	_____
Immediate Supervisor:	_____	Work location:	_____

Employee's home phone number (or where the employee can be contacted):

\_\_\_\_\_

Statement of grievance (Briefly state the facts that prompted you to write this grievance):

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Date of occurrence: \_\_\_\_\_ Where did this happen? (Be specific): \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Name(s) and phone number(s) of witness(es):

\_\_\_\_\_

\_\_\_\_\_

What article(s) and/or sections of the labor agreement (or rules and regulations) do you believe have been violated?

\_\_\_\_\_

\_\_\_\_\_

What remedy are you requesting?

\_\_\_\_\_

\_\_\_\_\_

Do you request that a meeting be scheduled to discuss this grievance? \_\_\_\_\_ Yes \_\_\_\_\_ No

\_\_\_\_\_  
Employee Signature      Date

\_\_\_\_\_  
Grievance Committee      Date  
Member or Business  
Representative  
Signature

**Step 1 (Article 27)**

Written grievance presented to Department Head for review (within 15 days of event or knowledge thereof). Response due to grievant in written form from the Department Head within 10 working days or, if a meeting is to be set, date of such meeting should be indicated below and written response made to grievant within 10 days from the meeting date.

\_\_\_\_\_  
Date submitted to  
Department Head

\_\_\_\_\_  
Date received by Department  
Head

Department Head's response or meeting date/time/location.  
Attachments may be made:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Date returned to grievant

\_\_\_\_\_  
Department Head signature

**Step 2 (Article 27)**

Appeal to County Manager (within 10 working days of the final response of the Department Head). Response from County Manager is due within 10 working days of the date County Manager received the grievance.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date submitted

\_\_\_\_\_  
LCEA Business  
Representative Signature

\_\_\_\_\_  
Date received by County  
Manager

\_\_\_\_\_  
County Manager's Signature

County Manager's response. Attachments may be made.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Date returned to grievant  
and LCEA

\_\_\_\_\_  
County Manager's signature

**Step 3 (Article 27)**

Arbitration (to be requested by either party in writing of such intent within 10 working days of the receipt of the Step 2 written response). Terms of the labor agreement will be followed in regards to arbitration.

## APPENDIX D

## Lyon County Nevada Classification Code List

	<b>ACCOUNTING/COMPTROLLER</b>	<b>Pay Grade</b>
ACCOUNTING TECH	Accounting Technician	202
ACCOUNTANT	Accountant	226
	<b>ADMINISTRATIVE</b>	
ADMIN CLERK I	Administrative Clerk I	150
ADMIN CLERK II	Administrative Clerk II	175
SR ADMIN CLERK	Senior Administrative Clerk	187
MGMT ASSIST	Management Assistant	196
OFC MNG/MGMT ASSIST	Office Manager/Management Assistant	206
	<b>ANIMAL SERVICES (ANIMAL SVC)</b>	
ANML CNTRL OFFICER	Animal Services Officer	193
ANML SRVC SV	Animal Services Supervisor	217
	<b>ASSESSOR</b>	
PP APPRAISER I	Personal Property Appraiser I	198
PP APPRAISER II	Personal Property Appraiser II	208
RP APPRAISER I	Real Property Appraiser I	203
RP APPRAISER II	Real Property Appraiser II	213
RP APPRAISER III	Real Property Appraiser III	222
SV APPRAISER	Supervising Appraiser	224
SNR DRAFTSPRSN	Senior Draftsperson	205
CHIEF DEPTY ASSESSOR	Chief Deputy Assessor	232
ASSESSOR	Assessor	ELEC
	<b>CLERK/TREASURER (CLK/TRS)</b>	
ADMIN CLERK I	Administrative Clerk I	150
ADMIN CLERK II	Administrative Clerk II	175
SR ADMIN CLERK	Senior Administrative Clerk	187
MGMT ASSIST	Management Assistant	196
CHIEF DEPTY C/T	Chief Deputy Clerk/Treasurer	224
CLERK/TREASURER	Clerk/Treasurer	ELEC
	<b>COMMISSIONERS' OFFICE (COMMISSION)</b>	
COMMISSIONER	Commissioner	ELEC
COUNTY MANAGER	County Manager	MNGM III
OFC MNG/MGMT ASSIST	Office Manager/Management Assistant	206



	<b>COMMUNITY DEVELOPEMNT (COMM DEV)</b>	<b>Pay Grade</b>
COMMUNITY DEV DIR	Community Development Director	MGMT II
	<b>PLANNING (PLANNING)</b>	
PLANNING ASSIST	Planning Assistant	210
ASSOC PLANNER	Associate Planner	222
PLANNER	Planner	241
DIR PLANNING	Director of Planning	MGMN II
	<b>BUILDING (BUILDING)</b>	
BLDG INSPECTOR I	Building Inspector I	193
BLDG INSPECTOR II	Building Inspector II	203
BLDG INSPECTOR III	Building Inspector III	213
CHIEF BLDG INSPECTOR	Chief Building Inspector	219
BUILDING OFFICIAL	Building Official	MNGM I
BLD DEPT DIRECTOR	Building Department Director	MNGM II
	<b>COMPTOLLER (COMPTROL)</b>	
ACCTOUNTING TECH	Accounting Technician	202
ACCOUNTANT	Accountant	226
COMPROLLER	Comptroller	MNGM II
	<b>DISTRICT COURT (DIST COURT)</b>	
BAILIFF	Bailiff	221
COMM SERVICE WORK CO	Community Service Work Program Coordinator	191
JUSTICE OF THE PEACE	Justice of the Peace	ELEC
LAW CLERK	Law Clerk	No Range
LEGAL SEC	Judicial Assistant	MNGM I
	<b>COURT CLERK (JUST CRT)</b>	
DIST COURT CLERK	District Court Clerk	181
SNR DIST COURT CLERK	Senior District Court Clerk	196
JUST COURT CLERK I	Justice Court Clerk I	181
JUST COURT CLERK II	Justice Court Clerk II	186
JUST COURT CLERK III	Justice Court Clerk III	191
SNR JUST COURT CLERK	Senior Justice Court Clerk	196
MGMT ASSIST FOR JC	Management Assistant for Justice Court	206
MGMT ASSIST FOR DC	Management Assistant for District Court	206
JM COURT CLERK	Juvenile Master Court Clerk (JM COURT)	191
	<b>COURT SERVICES (COURT SERVICE)</b>	
DEP COURT SER OFF I	Deputy Court Services Officer I	198
DEP COURT SER OFF I	Deputy Court Services Officer II	208

	<b>COOPERATIVE EXTENSION</b> (COOP EXT)	<b>Pay Grade</b>
EXTEN PROG ASSIST	Extension Program Assistant	195
	<b>DISTRICT ATTORNEY</b> (DIST ATTNY)	
CLD SPRT CASEWORKER	Child Support Caseworker	193
CLD SPRT SUPERVISOR	Child Support Supervisor	205
CODE COMPLIANCE	Code Compliance Officer	201
LEGAL ASSIST I	Legal Assistant I	196
LEGAL ASSIST II	Legal Assistant II	205
DA PROF SUP MGR	Law Office Administrator	214
DEPTY DIST ATTORNEY	Deputy District Attorney	257
SR DEPUTY DA	Senior Deputy District Attorney	267
CHIEF DEPTY DA	Chief Deputy District Attorney	283
DISTRICT ATTORNEY	District Attorney	ELEC
	<b>GUARDIAN</b> (GUARDIAN)	
PUB GUARDIAN	Public Guardian	MNGM I
	<b>HUMAN RESOURCES</b> (HR)	
HR ASSIST	Human Resources Assistant	218
HR DIRECTOR	Human Resources Director	MNGM II
	<b>HUMAN SERVICES</b> (HUMAN SVC)	
FOOD SPEC I	Food Specialist I	151
FOOD SPEC II	Food Specialist II	179
TRANS SPEC I	Transportation Specialist I	150
TRANS SPEC II	Transportation Specialist II	160
HUMAN SVC SPEC I	Human Services Specialist I	185
HUMAN SVC SPEC II	Human Services Specialist II	190
HUMAN SVC SPEC III	Human Services Specialist III	195
CIRCLES COOR	Circles™ Coordinator - Community Organizer	203
SNR CENTER MNGR	Senior Center Manager	205
SOC SER PROG COOR	Social Services Program Coordinator	205
CASE MNGR I	Case Manager I	205
CASE MNGR II	Case Manager II	215
SNR SVC PROG MNGR	Senior Services Program Manager	233
ASSIST DIR OF HS	Assistant Director of Human Services	250
HUMAN SVC DIRECTOR	Director of Human Services	MNGM II
	<b>INFORMATION TECHNOLOGY (IT)</b>	
COMP INFO SYS TECH	Computer Information Technology Technician	221
IT DIRECTOR	Information Technology Director	MNGM II

	<b>JUVENILE PROBATION</b> (JUV PROB)	<b>Pay Grade</b>
COMM SVC WRK CORD	Community Service Work Coordinator	165
JP PROF SUPPORT MGR	Juvenile Probation Dept. Professional Support Manager	214
DEPTY JPO	Deputy Juvenile Probation Officer	220
CHIEF DEPTY JPO	Chief Deputy Juvenile Probation Officer	245
CHIEF JPO	Chief Juvenile Probation Officer	MNGM II
	<b>LIBRARY</b> (LIBRARY)	
LIBRARY ASSIST I	Library Assistant I	165
LIBRARY ASSIST II	Library Assistant II	172
LIBRARY TECH	Library Technician	177
SENIOR ADMIN CLEK	Senior Administrative Clerk	187
LIBRARY MANAGER	Library Manager	204
LIBRARY PUB SER MGR	Library Public Services Manager	214
LIBRARY DIRECTOR	Library Director	MNGM I
	<b>PUBLIC WORKS</b>	
PUB WKS DIRECTOR	Public Works Director	MNGM II
DEPUTY PW DIRECTOR	Deputy Public Works Director	267
PW ENG SYSTEMS SPEC	Public Works Engineering Systems Specialist	227
PUBLIC WORKS TECH I	Public Works Technician I	191
PUBLIC WORKS TECH II	Public Works Technician II	194
PUBLIC WORKS TECH III	Public Works Technician III	197
PUBLIC WORKS TECH IV	Public Works Technician IV	208
	<b>FACILITIES</b> (FACILITIES)	
B&G SUPERINTENDENT	Buildings and Grounds Superintendent	247
CUSTODIAN	Custodian	155
LEAD CUSTODIAN	Lead Custodian	160
B&G MAINT WRK I	Buildings & Grounds Maintenance Worker I	173
B&G MAINT WRK II	Buildings & Grounds Maintenance Worker II	192
MAINT SPEC I	Maintenance Specialist	206
B&G SV	Buildings & Grounds Supervisor	218
BUILDING SV	Building Supervisor	223
	<b>ROADS</b> (ROADS)	
ROAD MAINTAINER I	Road Maintainer I	187
ROAD MAINTAINER II	Road Maintainer II	194
SNR ROAD MAINT	Senior Road Maintainer	201
SR SIGN MAINTEN TECH	Senior Sign Maintenance Technician	208
ROAD MAINT SV	Road Maintenance Supervisor	211
ROAD DIV SUPER	Road Division Superintendent	247

	<b>PUBLIC WORKS (CONT)</b>	<b>Pay Grade</b>
	<b>SHOP (SHOP)</b>	
AUTO MECHANIC	Auto Mechanic	205
HE MECHANIC I	Heavy Equipment Mechanic I	205
HE MECHANIC II	Heavy Equipment Mechanic II	208
FLEET SER SUPERVISOR	Fleet Services Supervisor	218
	<b>UTILITIES (UTILITIES)</b>	
UTLY WA SYS TECH I	Utilities Water Systems Technician I	191
UTLY WA SYS TECH II	Utilities Water Systems Technician II	211
UTLY WA SYS TECH III	Utilities Water Systems Technician III	222
UTLY WW SYS TECH I	Utilities Wastewater Systems Technician I	191
UTLY WW SYS TECH II	Utilities Wastewater Systems Technician II	211
UTLY WW SYS TECH III	Utilities Wastewater Systems Technician III	222
UTLY ELEC MECH TEC	Utilities Electrical/Mechanical Maintenance Technician	215
UTLY ENG TECH II	Utilities Engineering Technician II	215
UTLY ENG TECH III	Utilities Engineering Technician III	222
UTLY WW CHIEF OP	Wastewater Chief Operator	244
UTLY ELEC MECH SUPER	Utilities Electrical/Mechanical Maint Superintendent	247
UTLY WA SUPERINTEN	Utilities Water Superintendent	247
UTLY DEV SERV MGR	Utilities Development Services Manager	262
	<b>RECORDER (RECORDER)</b>	
SR ADMIN CLERK	Senior Administrative Clerk	187
PROP TRAN COM RECOR	Property Transfer Compliance Recorder	202
RECORDS MANAGER	Records Manager	202
CHIEF DEPTY RECORDER	Chief Deputy Recorder	224
RECORDER	Recorder	ELEC
	<b>SHERIFF (SHERIFF) (DISPATCH) (JAIL RC)</b>	
DISPATCHER	Dispatcher	196
DISPATCH SHIFT SV	Dispatcher Shift Supervisor	207
DISPATCH SV	Dispatch Supervisor	220
JAIL CNTRL RM OPRTR	Jail Room Control Operator	177
SHERIFF OFFICE PROF SUP MGR	Sheriff's Office Professional Support Manager	214
DEPUTY	Deputy (Entry Level – 9 + reserves)	LCSEA
SERGEANT	Sergeant (1-6)	LCSEA
LIEUTENANT	Lieutenant (1-6)	LCSEA
CAPTAIN	Captain	Budgeted
CHIEF DEPUTY	Chief Deputy	Budgeted
SHERIFF	Sheriff	ELEC

	<b>CLASSIFICATIONS NOT IN USE</b>	<b>Pay Grade</b>
ACCOUNTING CLERK	Accounting Clerk	180
BUS DRVR	Bus Driver Seasonal	167
COMPUTER ANALYST	Computer Analyst	236
COORDINATOR	Coordinator (Emergency Management)	MNGM II
DEV ENG INSP	Development Engineering Inspector	230
ENGINEER	Engineer	MGMT II
ENG TCH PRKS CEM MGR	Engineering Technician/Parks and Cemeteries Manager	218
EQUIP BULD MAINT SV	Equipment/Utilities Buildings Maintenance Supervisor	211
EQUIP MAINT SV	Equipment Maintenance Supervisor	211
FLEET SER SUPERINTEN	Fleet Services Superintendent	247
GEO INFO SYS COOR	Geographical Information Systems (GIS) Coordinator	221
HR SPEC	Human Resources Specialist	187
LIBRARY AIDE	Library Aide	103
MAINT PROJ MNGR	Maintenance and Project Manager	MNGM II
MAP DRFTG TECH	Map Drafting Technician	188
MS4 PROG PLANNER	MS4 Program Development Planner	222
PUB WKS F OPS MGR	Public Works Field Operations Manager	262
REC PROG MNGR	Recreation Program Manager	216
REC COOR	Recreation Coordinator	184
REC PROG MNGR	Recreation Program Manager	216
REC SPEC I	Recreation Specialist I	116
REC SPEC II	Recreation Specialist II	147
REC SPEC III	Recreation Specialist III	161
ROAD DIV MNGR	Road Division Manager	MNGM II
ROAD LABORER	Road Laborer	170
ROAD PER/INSPEC TECH	Road Permit Inspector/Technician	204
SIGN MAINT TECH	Sign Maintenance Technician	196
SNR DEPTY C/T	Senior Deputy Clerk/Treasurer	214
SR ENG TECH	Senior Engineering Technician	247
TUTOR	Tutor (Juvenile Probation)	
UTLY ENGINEER	Utilities Engineer	262
UTLY INSPECTOR	Utility Inspector	204
UTLY METER READER	Utilities Meter Reader	189
UTLY SYS TECH TRNE	(Utilities Systems Technician Trainee)	175
UTLY WW SUPERINTEN	Utilities Wastewater Superintendent	247
WRK CREW SV/MAINT	Community Service Work Program Coord/Maint Person	206